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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

VOL 55 | NO 7 | SEPTEMBER 2008 SEPTEMBRE | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

L'ACPPU appelle Acadia à réintégrer un professeur congédié

Un comité d'enquête de l'ACPPU a conclu que l'Université Acadia avait eu tort de congédier le professeur titulaire Colin Wightman, également directeur de l'école d'informatique et doyen intérimaire des sciences de cet établissement.

Dans son rapport publié en juillet, le comité recommande que M. Wightman soit rétabli dans son poste et dédommagé de ses pertes financières. Se disant fort préoccupé par les mesures prises par l'université, le comité recommande aussi que l'ACPPU envisage de frapper l'université de censure si celle-ci refuse de réintégrer M. Wightman.

Le congédiement est survenu après qu'une plainte déposée en juin dernier auprès de la GRC accusait M. Wightman d'inconduite sexuelle à l'endroit d'une jeune femme qui n'avait aucun lien avec l'université. Une fois informé qu'il faisait l'objet d'une enquête de la GRC, M. Wightman a téléphoné à son épouse puis au recteur et au directeur des ressources humaines d'Acadia.

L'université l'a mis en congé payé temporaire et a annulé sa nomination intérimaire au poste de doyen. Deux mois plus tard, il a été informé par écrit par la GRC que celle-ci ne comptait porter aucune accusation contre lui. Au début septembre, M. Wightman a été convoquée à une réunion avec le directeur des ressources humaines et Tom Herman, le vice-recteur intérimaire à l'enseignement, et a été congédié.

L'association du personnel académique de l'Université Acadia a alors déposé un grief, mais la commission d'arbitrage saisie a décrété qu'elle n'avait pas juridiction pour l'entendre parce que M. Wightman, en tant que doyen intérimaire, ne faisait pas partie de l'unité de négociation au moment de son congédiement.

Dans la lettre de licenciement remise à M. Wightman, M. Herman déclare que « la conduite du professeur qui est à l'origine de l'enquête [menée par la GRC] est inconciliable avec le mandat, les principes directeurs et les impératifs

CAUT Calls on Acadia to Reinstate Fired Professor



Colin Wightman — Findings by a CAUT committee of Inquiry show that he was fired without cause.

A CAUT investigatory committee has found that Acadia University acted inappropriately in firing Colin Wightman, a tenured full professor at the university. Wightman also held the positions of director of the university's school of computer science and acting dean of science.

The committee report released in July recommended that Wightman be restored to his position and compensated for his financial losses. Saying it was so concerned about the actions of the university, the committee also recommended that CAUT consider censuring the university should it not reinstate Wightman.

The firing followed a complaint filed with the RCMP last June that Wightman had engaged in inappropriate sexual conduct with a young woman who had no connection to the university. When informed he was the subject of an RCMP inves-

tigation, Wightman called his wife and then called the president of Acadia and the university's director of human resources.

The university placed him on a temporary paid leave and suspended his appointment as acting dean. Two months later, he was advised in writing by the RCMP that the force didn't anticipate laying any charges. In early September, Wightman was called to a meeting with Acadia's director of human resources and Tom Herman, the university's acting vice-president academic, and was fired.

Acadia University Faculty Association filed a grievance, but an arbitration board ruled it didn't have jurisdiction to hear the grievance because Wightman, as acting dean, wasn't a member of the bargaining unit at the time of his firing.

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NEWS ACTUALITÉS

Education Minister Interferes in Memorial University Hiring

Selection committee told its choices for president not acceptable.

UNPRECEDENTED interference by the government of Newfoundland and Labrador in the year-long search for a new president of Memorial University is a threat to the institution's autonomy and the academic freedom of its staff, charges CAUT.

Education Minister Joan Burke triggered a growing cascade of resignations, finger-pointing and "he-said, she-said" statements, when she stunned those involved in the search process in July by summarily rejecting two top candidates recommended by Memorial's 18-member presidential search committee.

The committee, created in May 2007 to find a replacement for former president Axel Meisen, includes faculty, students, university board members and representatives from the public and business community.

CAUT has written to Burke, asking for a meeting to discuss her involvement.

"Universities, if they are to fulfil their roles, must be free of political influences and outside pressures," states CAUT's July 30 letter, which also describes Burke's action as "unprecedented" and of "serious concern."

Memorial faculty association president Ross Klein said if the meeting with Burke doesn't happen by early September, his executive will consider asking for a CAUT investigation. One possible outcome is censure, which would debilitate the university's chances of attracting not just a president, but any new faculty.

"It is time for the government to apologize for what it's done," Klein said. "If government directly interferes in the selection process for a president, they may also interfere in other activities and processes in the university. The loss of autonomy poses a serious threat to academic freedom."

Burke's intervention ignited a maelstrom of controversy and elicited a series of conflicting statements from Premier Danny Williams's office, ranging from claims that provincial legislation allowed for "input" from the premier, to a suggestion that the selection committee and Memorial's board of regents had invited government involvement in the process.

The board of regents in turn issued its own statement saying Burke's actions came as a "surprise" to the search committee and characterizing the government's nonacceptance of the candidates as "inappropriate interference in the normal process." The statement also expressed continuing "support for the presidential search committee" and endorsement of acting president Eddy Campbell's public statement on university autonomy.

Campbell withdrew his name as a candidate for president of the university after it became public that Burke had interviewed him and another candidate for the job, and rejected both as unsuitable to take over the presidency.

Campbell had been identified by the search committee as its preferred candidate.

"That committee should be free to conclude the mandate it was given without interference or outside influence, as is the case with all presidential search committees at other Canadian universities," Campbell said in his Aug. 1 statement.



Education Minister Joan Burke triggered a cascade of resignations, finger-pointing and 'he-said, she-said' statements when she summarily rejected two candidates recommended by the committee.



On August 1, Eddy Campbell publicly withdrew his name from the competition to replace former president Axel Meisen.

The controversy also prompted the resignation of Memorial's dean of arts Recta Tremblay from the search committee as well as that of Deanne Fleet from the board of regents. Fleet, who served on the board as an alumni association representative, is a reporter for CBC-TV based in St. John's.

The province has asserted that its involvement in approving a new president for Memorial is in compliance with the legislation governing the university.

However, sections 33 and 34 of the Memorial University Act specifically lay out the broad powers of the board of regents in managing the affairs and business of the university without interference, with section 51 adding that the president is to be appointed by the

board in consultation with the university's senate and with the approval of the lieutenant-governor in council.

In the wake of government claims that the Act sanctions Cabinet approval in the hiring process, Memorial's board of regents is now recommending the legislation be amended to clearly reflect the autonomy of the university, and "to be more in line with appointment practices at other Canadian universities."

Memorial sources have told the *Bulletin* that the provincial government has agreed to meet with the university's board of regents to discuss the search, but no date has been set. As of press time, the education minister's office is arranging a Sept. 9 meeting with CAUT. ■

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COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Women Still Lagging & Losing in Sciences



By PENNI STEWART

FEMALE students and academic staff continue to suffer inequities despite numerous reports documenting the problems and decades of policy, administrative and regulatory initiatives to resolve them. Nowhere is the under-representation and inequitable position of women more apparent than in science, engineering and related disciplines. These and other equity issues will be the focus of a conference next month when CAUT hosts its biennial women's conference entitled *Mobilizing in an Era of Restructuring*.

Women have been attending Canadian universities at an ever increasing rate. By 2005 women comprised the majority of all university students (57 per cent) and, most striking, 46 per cent of doctoral candidates.¹ Increased participation rates, however, have done

little to alter an obvious disciplinary imbalance. Thus, while women in 2003 made up the majority of PhD students in the social and behavioural sciences and in law (59.7 per cent), they represented less than a third of students in mathematics, computer and information sciences (27.6 per cent). In architecture and engineering women accounted for less than 20 per cent of enrolments and only 40.6 per cent in physical and life sciences, which includes the more feminized discipline of biology.²

The imbalance between disciplines is also manifest in the representation of female faculty in mathematics, physical and applied sciences and engineering. In 2004, women held 14.6 per cent of the full-time faculty positions in mathematics and physical sciences, 11.5 per cent in engineering and applied sciences and 27.6 per cent in agriculture and biological sciences.³

And women's progress through the ranks also lags. Statistics indicate that, even when seniority is

taken into account, women remain under-represented at senior ranks and women are promoted less rapidly than men. At the University of Calgary, an investigation in 2005 found women take nine years longer than men to achieve promotion to full professors.⁴ And at the University of British Columbia, a 2007 task force report noted that: "For faculty cohorts hired as assistant professors in the Faculty of Science since 1991, promotion rates to full professor, 13 years after being hired, were 14 per cent of women and 46 per cent of men."⁵

Although data on part-time teaching is not collected systematically in Canada, individual institutional reports suggest that in faculties of science, engineering and technology women are more likely than men to have begun their careers with appointments as sessional lecturers and also more likely to be hired into instructor or teaching-only positions.

See WOMEN Page AB →

LE MOT DE LA PRÉSIDENTE

La situation toujours précaire des femmes universitaires en sciences

Par PENNI STEWART

ÉTUDIANTES et professeurs d'université continuent, encore aujourd'hui, à être traitées inégalement. Ni la multitude de rapports mettant en lumière les problèmes auxquels ces femmes sont confrontées, ni même les décennies de mesures stratégiques, administratives et réglementaires mises en œuvre pour y remédier ne sont venues à bout des injustices qui leur sont faites. Nulle part ailleurs, la sous-représentation et la situation inéquitable des femmes n'est plus apparente que dans les domaines des sciences, du génie et des disciplines connexes. Ces questions d'équité et d'autres seront au cœur de la conférence bisannuelle des femmes que l'ACPPU tiendra le mois prochain sous le thème de la mobilisation à l'ère de la restructuration.

Le taux de fréquentation féminine dans les universités canadiennes n'a cessé de progresser à un rythme soutenu. En 2005, les femmes formaient la majorité (57 %) de la population étudiante universitaire et, fait encore plus frappant, 46 % des candidats au doctorat.¹ L'augmentation du taux de fréquentation féminine n'a cependant guère contribué à corriger le déséquilibre évident entre les disciplines. Alors que les femmes constituaient en 2003 la majorité des étudiants inscrits

aux programmes de doctorat en sciences sociales et du comportement et en droit (59,7 %), elles représentaient moins du tiers des étudiants en mathématiques, en informatique et en sciences de l'information (27,6 %). En architecture et en génie, les femmes comptaient pour moins de 20 % du corps étudiant et pour seulement 40,6 % des effectifs étudiants en sciences physiques et de la vie dans lesquelles se classe la biologie, discipline largement féminisée.²

Le déséquilibre entre les disciplines est également manifeste dans la représentation des professeurs dans les domaines des mathématiques, des sciences physiques et appliquées et du génie. En 2004, les femmes constituaient 14,6 % du corps professoral à temps plein en mathématiques et en sciences physiques, 11,5 % en génie et en sciences appliquées et 27,6 % en sciences agricoles et biologiques.³

L'écart entre les sexes se creuse également au fil de l'ascension dans les rangs. Les statistiques révèlent que les femmes, même lorsque le degré d'ancienneté est pris en compte, demeurent sous-représentées aux échelons supérieurs et sont promues moins rapidement que les hommes. Selon une enquête menée en 2005 à l'Université de Calgary, les femmes doivent mettre neuf années de plus que les hommes pour

obtenir la titularisation.⁴ Et dans le rapport d'un groupe de travail de l'Université de la Colombie-Britannique, publié en 2007, on constate que « chez les candidats recrutés comme professeurs adjoints au sein de la faculté des sciences depuis 1991, 46 % des hommes ont atteint le rang de professeur titulaire 13 ans après leur entrée en fonction, contre seulement 14 % des femmes ».⁵

Même si les données sur l'enseignement à temps partiel ne sont pas recueillies systématiquement au Canada, il ressort de différents rapports préparés par des établissements d'enseignement que, dans les facultés de sciences, de génie et de technologie, les femmes sont plus susceptibles que les hommes de commencer leur carrière dans des postes de chargés de cours à temps partiel de même que d'être embauchées à des postes d'assistants ou à des postes consacrés uniquement à l'enseignement.

Comment expliquer une telle situation? Depuis que le rapport du MIT, publié en 1999, sur la condition des professeurs dans les facultés de sciences a créé une onde de choc dans les universités nord-américaines, plus d'une douzaine de rapports ont montré comment le désavantage relatif des femmes et des membres des autres

Voir LA SITUATION à la page AB →

Marking Schemes Are an Abomination



By FELIPE FERNÁNDEZ-ARMESTO

WRITE nothing but "Fuck off" on your English GCSE¹ paper, according to recent press reports, and you will get 5 marks, provided you spell it correctly. Add an exclamation and the tally of marks rises to 7.5.

It is hard to know what is most disturbing about this. Some believers in the improving effects of education, the propriety of exams and the inherent goodness of young people are likely to find the whole scenario dispiriting. Is it really necessary to anticipate such a rude and pointless response from examinees? Is anyone who actually sits an exam likely to have no more than an expletive to offer? Is this a case of low expectations inviting their own fulfillment?

Some traditionalists will be more exercised at the intrusion of post-modernism into candidates' answers and examiners' marks. Since *il n'y a pas d'hors-texte* and all reading is misinterpretation, to say "F off" is as valid a response as any other, and examiners who acknowledge it as worthy of a few marks — or others, better instructed in the *Zeitgeist*, who might give it a top grade for forcefulness of expression and independence of mind — are simply helping to dethrone the canon.

Other pedants will be more anxious at renewed evidence of examinees' illiteracy. Why should an exclamation mark get extra credit? "F off" is a command, not an exclamation.

For me, the really disturbing feature of the news item is the evidence it yields of the increasing influence of one of the great evils of our time, the mark scheme. The mark scheme for GCSE English calls for clear expression, with extra credit for accurate spelling. So "Fuck off" scores. You get no marks for loving the great traditions of learning or for understanding that English is a humane discipline that enhances life.

Mark schemes are an abomination for three main reasons. First, they cannot acknowledge what is really worthwhile in a candidate's work, which is the unexpected — the distinctive insight, the twist of perception that no committee of examiners could anticipate. A truly original mind gets penalised for seeing problems in the question the examiners failed to see, or for identifying approaches no one has thought of before, or simply for having a quirky take. A really complicated, really boring maths or physics question about relative weights and capacities might invite the answer, "It depends on the size of the planet you're on," but a

candidate sincerely offering such an answer would get zero for facetiousness. Einstein never did very well at school, anyway. Had his progress depended on conformity with mark schemes, his career would never have started.

Secondly, mark schemes are an admission of the failure of the system. They exist only because the government, the public, prospective employers and the examining boards do not trust examiners to have common sense or to know enough about their subjects to mark students' work without detailed instructions from institutional busybodies. We should have examiners with independent, unmuzzled judgment. If we cannot get them, we should try to attract them by paying more, or by creating a more conducive culture or by recruiting them from better educated countries than our own. If all that fails, we should scrap exams altogether and devise some better way of equipping deserving students with reputable qualifications. The low expectations that make us inflict mark schemes on examiners are another example of self-fulfilling pessimism. Independent-minded people will not take on the examiners' roles if we continue to boss them around as if they were idiots.

Finally, mark schemes destroy teachers' initiative. They are part of the unbearable prescriptiveness of the contemporary educational establishment, which emanates from a climate of fear and mistrust of teachers. Some fear them as irresponsible radicals. Some mistrust them as the dross of the educational system, who, if they were more enterprising, more intelligent or more ambitious, would do a better-paid, better-respected job. All the apparatus of evaluation crushes teachers' independence, dethrones them from control of their classrooms, belittles them in their students' eyes, and cuts down on the time they have to do their real job, which is to give their pupils wonderful intellectual experiences. When I read an exam script, I don't want to see compliance with bureaucratically generated targets and objectives. I want to see evidence of stimulation, excitement, love of the subject and independence of thought, and other qualities I have not even thought of. You cannot quantify these gifts. They emerge between the lines and beyond the reach of the mark scheme.

There are other, routine characteristics of good work that can be assessed objectively: knowledge of materials prescribed for the exam, logic, accuracy in the use of language. But let no one say how much of each of these a student

See MARKING SCHEMES Page A4 →

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Stephanie, Athabasca University student, Edmonton, Alberta

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Athabasca University

NEWS

Join the National Union

NUCAUT establishes award to celebrate union activism & wants to recruit new members.

THE National Union of CAUT has established a new award to recognize members who have made an outstanding contribution to the advancement of equity in the post-secondary community.

The Patricia Baker Award for Union Activism honours the late Patricia Baker, who worked tirelessly to promote equity for women in post-secondary education through her work as an associate professor in Mount Saint Vincent University's departments of sociology/anthropology and women's studies, her research on women and unionization and her involvement with the MSVU faculty association. Baker was also a member of NUCAUT's executive board until her death in December 2007.

The award was established at NUCAUT's third convention in May, where the assembly also elected a new executive board.

Dileep Athaide from the Federation of Post-Secondary Educators was voted in as president, while Ginny Strocher, past president of the Association of Professors of Bishop's University, was chosen as new vice-president, and Tom Booth from the University of Manitoba Faculty Association was named treasurer. Maureen Shaw (FPSE), Brian Brown (University of Windsor Faculty Association) and Suzanne Dudziak (Faculty Association of the University of St. Thomas) were elected members-at-large to the board.

NUCAUT has 21 member associations in addition to FPSE, which has 18 member locals.

"We're hoping more academic associations will join us," Athaide said after the election. "About one third of CAUT-affiliated associations have already joined the union, and, as of this convention, we have rep-



Patricia Baker

representatives from every province, but it would be great to bring in new blood."

Athaide said in the six years since the fledgling organization's formation within the Canadian Labour Congress, NUCAUT has been successful in making post-secondary education issues a priority on the CLC agenda.

"Now the CLC is lobbying on those issues with us," he said, adding that several NUCAUT members serve on CLC committees related to topics on training and technology, health and safety, women, and pensions, among others.

"Our member associations really do benefit from the CLC's training programs, conferences and publications," Athaide said. "As well, each is able to join its provincial federation of labour and local labour council – building stronger links with other labour groups in its community and province." ■

More information on the Patricia Baker Award for Union Activism in the Post-Secondary Education Sector is available at www.nucaut.ca.

Marking Schemes

➔ From PAGE A3

must display: the mixture will vary and the overall quality of one student's work against another's will depend on the power of the resulting blend to impress the well-educated, critically minded, passionately engaged person we want to be the examiner. Mark schemes are educationally damaging, even if they are relatively good of their kind, but good markers are always benign. We should scrap the schemes and say "Fuck off" to them, probably with an implied exclamation mark. Only if we start trusting examiners are we likely to get good ones. ■

1. General Certificate of Secondary Education in the UK education system.

Felipe Fernández-Armesto is Prince of Asturias professor of history at Tufts University in the US.

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The views expressed are those of the author and not necessarily CAUT.

COMMENTARY/TRIBUNE LIBRE

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

Commentaires destinés à la rubrique Tribune libre : L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement postsecondaire. Les articles ne doivent traiter ni de dossiers de griefs particuliers ni de questions d'intérêt strictement local. Ils ne doivent pas comporter des allégations non fondées ni des propos diffamatoires, calomnieux ou offensants envers des personnes ou des groupes. Les articles peuvent être soumis en français ou en anglais, mais ils ne seront pas traduits. La rédaction ne communiquera avec les auteurs de commentaires que si elle décide de publier leurs articles. Les commentaires doivent être envoyés à Liza Duhaime (duhaime@caut.ca).

NEWS ACTUALITÉS

UK Report Raises Concerns about Use of Headhunters in University Recruitment

THE widespread use of headhunters to recruit and select university leaders may be doing more harm than good, even as the number of postsecondary institutions employing search firms continues to rise, a new report has revealed.

Sir David Watson, chair of higher education management in the University of London's Institute of Education, compiled and analyzed data that reveal a strong and growing trend in advertisements for heads of UK universities involving the use of headhunters, or executive search agencies (ESAs).

His findings show no ESAs were involved in advertisements for top positions published in the Times Higher Education Supplement in 1986-1987, but that a decade later nine posts out of 16 advertised involved ESAs and jumped to 20 out of 21 by 2006-2007.

Over this period, Watson likens the 'life cycle' effect of ESAs to that of "a sophisticated drug. Initially headhunters had an enlivening and beneficial effect; subsequently the positive effects have worn off and damaging side-effects have emerged."

His report, released in the summer 2008 issue of *Engage*, the magazine of the London-based Leadership Foundation for Higher Education, says the most serious side-effect of using headhunters is the "significant outsourcing of essential university responsibilities."

Letting headhunters do the job that was once considered the hands-on duty of a governing board is leading to a kind of corporate deskilling, he warns, while at the same time preventing candidates from making any real assessment of the nature of the post they may be facing, because of the confidentiality imposed by ESAs.

"The same can be said of the situation in Canada," said James Turk, executive director of CAUT.

He warns that although executive search agencies once served a purpose by widening the pool of applicants, particularly from other sectors, the negative effects of "professionalizing" the recruitment of heads of universities now far outweigh the benefits.

"We've seen a significant increase



in the number of presidential searches being handled by headhunters. And while they may establish a 'stable' of creditable applicants that's initially wider than what a university search committee alone could muster, at the same time, these candidates are recycled over and over, and are kept at arm's length from any comprehensive understanding of the institution's particular needs," he said.

Watson calls the phenomenon of recycled applicants the "competitive waiting room," and says it leads to a "tribe of individuals either permanently sitting in the waiting room or constantly being begged and/or seduced to be there."

The use of headhunters in the U.S. has also garnered attention recently from William Bowen, the former president of Princeton University. In an article published in a March edition of the *Chronicle of Higher Education*, Bowen writes that managing a "successful succession" is the "number one responsibility of a governing board." De-

“Over the past quarter of a century, probably one of the stronger influences on changing the culture of higher education institutions in the UK has been the use of executive search agencies, or headhunters. These are now almost invariably involved in the recruitment and selection processes for chief executives, and several institutions make a practice of using them for posts well down the academic and administrative pyramids of management.”

— Sir David Watson on the role of executive search

spite that, he cautions that many boards seem ill-equipped to do so, and hand off the all-important responsibility to headhunters who are given too much authority with too little guidance.

Bowen says while using search firms can be helpful, their role should be limited to "producing lists of possible candidates, including

some truly fresh names," and not include shaping job descriptions, or even contacting candidates.

Watson has called for universities to "just say no" to ESAs and recreate a "sense of shared responsibility" for recruitment across the post-secondary sector. ■

Version française à la page A7.

Un relent de maccarthysme sur les campus américains

UN réseau conservateur d'universitaires et d'étudiants aux États-Unis a lancé un appel à bénévoles pour aider à « assurer la surveillance » des collèges et des universités américaines.

Organisé à l'initiative de la National Association of Scholars (association nationale des universitaires), ce programme d'action, baptisé Argus d'après le nom de la créature aux cent yeux de la mythologie grecque, vise à relever les cas de partis pris considérés comme gauchisants sur les campus de l'ensemble du pays.

« À l'instar d'Argus, dont les yeux demeuraient toujours ouverts, la NAS doit être en permanence à l'affût de ce qui se passe dans tous les collèges du pays », a déclaré la directrice des communications de la NAS, Ashley Thorne. « Pour ce faire, nous nous en remettons à des bénévoles pour exercer en notre nom la vigilance voulue sur les différents campus. Nous souhaitons attirer des personnes sérieuses et attentives qui nous rendront compte de ce qu'elles auront observé au sein de leurs établissements. »

Parmi les questions qui intéressent l'association figurent les énoncés de mission d'université et de collège qui « obéissent à des objectifs idéologiques » et les programmes de vie en résidence qui « comportent des activités de formation politique ou de formation sur la diversité ».

Au travers de son programme d'action Argus, l'association fournira orientations et conseils aux équipes d'observateurs en place sur les campus et espère attirer l'attention nationale sur les cas de parti pris idéologique qui seront signalés par leurs bénévoles.

« Les participants au programme Argus sont d'une importance capitale pour la réussite des efforts que nous déployons pour étendre le mouvement de réforme de l'éducation supérieure », a indiqué le directeur général de la NAS, Peter Wood. « Ce mouvement a été mis sur pied non seulement pour dénoncer la rectitude politique et autres théories académiques à la mode, mais aussi, il est à souhaiter, pour rétablir l'intégrité de l'une des plus importantes institutions de notre nation. »

Selon le site Sourcewatch.com, la NAS a été fondée en 1985 pour mener une chasse aux politiques d'éducation multiculturelle et d'action positive « politiquement correctes » instaurées dans les collèges et les universités. Financée par des fondations et des groupes de réflexion conservateurs, l'association a acquis une notoriété en 1990 à l'université du Texas à Austin où les professeurs membres de la NAS ont réussi à empêcher l'intégration dans un cours d'anglais de lectures sur les droits civils, qui avaient été proposées par suite de la montée du harcèlement racial et sexuel sur le campus. ■

Snitch Project Reminiscent of McCarthyism

A CONSERVATIVE network of academics and students in the United States has launched a new initiative calling for volunteers to help "keep watch" over American colleges and universities.

The National Association of Scholars' Argus Project, named after the creature in Greek mythology whose body was covered with eyes, is intended to monitor allegedly left-wing biases on campuses across the country.

"Like Argus, who always had his eyes open, the NAS needs to have a steady, open-eyed watch on colleges around the country," said Ashley Thorne, NAS director of communications. "To do that, we are asking volunteers to essentially

be our eyes on different campuses. We hope to attract thoughtful, attentive people reporting on what they've witnessed to be our look-outs over academe."

Among the issues of concern to the association are university and college mission statements that "betray an ideological agenda" and residence-life programs that "include political and diversity training."

With the Argus initiative, the association will be providing guidance to teams of campus-based observers and hopes to bring national attention to cases of ideological bias reported by their volunteers.

"The Argus volunteers are key to our efforts to expand the movement

“Like Argus, who always had his eyes open, the NAS needs to have a steady, open-eyed watch on colleges.”

— Ashley Thorne, NAS director of communications

for reforming higher education," says NAS executive director Peter Wood. "This is a movement founded not just in opposition to political correctness and other academic fads, but also in hope of restoring the integrity of one of our nation's most important institutions."

According to Sourcewatch.com, the NAS was founded in 1985 to fight against "politically correct" multicultural education and affirmative action policies in colleges

and universities. The association is funded by a number of conservative foundations and think tanks, and first gained notoriety in 1990 at the University of Texas at Austin where NAS faculty succeeded in blocking the inclusion in an English course of civil rights readings that had been proposed in response to increasing racial and sexual harassment on campus. ■

NEWS ACTUALITÉS



University of Sudbury professors walk the picket line outside the campus on August 18.

Strike Ends at U of Sudbury

THE academic staff union at the University of Sudbury reached a tentative agreement with the administration Aug. 26, nine days into a strike.

In a news release Aug. 18, the union said UoIS faculty voted overwhelmingly to go on strike after talks over salaries and teaching load

improvements broke down and following a notice sent by the university president to each union member announcing that the collective agreement was no longer in force, but that they were free to sign individual contracts with the university.

Details of the deal were not

available at press time, but union president James Ketchen said he's pleased "the bargaining team has a tentative agreement that they can recommend for ratification before the beginning of the fall term." ■

Version française à la page A8.

York Agrees to Mediation over Class Cancellations

A PROFESSOR'S 2006 complaint about York University's practice of cancelling classes on Jewish holidays will proceed to mediation in mid-September, but the case may be more-or-less moot by that point.

David Noble, an outspoken professor in York's Division of Social Science, filed his complaint against the university with the Ontario Human Rights Commission after protesting for years that cancelling classes for Jewish holidays discriminates against students of other faiths.

An investigator with the commission found in March 2008 that the practice "clearly results in differential treatment on the basis of creed." The complaint was eventually referred to hearing in front of the Human Rights Tribunal of Ontario, the first step in that process being mediation.

Somewhat ironically, although the parties to the complaint agreed by conference call on July 10 to the fall mediation date, York's senate committee on curriculum and academic standards had already independently recommended ending the practice at a future date.

In a "proposed revision of senate policy on sessional dates and scheduling of examination," dated June 26, and posted on the university web site, the committee summarizes that "only statutory holidays will be recog-

nized in setting class and exam schedules."

The committee's proposal will be reviewed by the senate this month.

York's vice-president academic Sheila Embleton said she felt the proposal will likely be accepted after debate by the senate, but that any changes would not be made before September 2009 at the earliest.

The rationale for the proposed changes enumerated in the document makes no mention of Noble's complaint, and Embleton said the committee's reasons for proposing the changes had nothing to do with his case, but stemmed from a growing recognition of the diversity of their students.

"We want to pay more attention to the student experience," Embleton said, "which will mean a continuing policy of accommodating individuals with religious or medical needs, for example."

Noble said he couldn't be more pleased the case is proceeding to mediation, even in light of the proposed changes.

"We've won, but the case has two parts, the discrimination, and the issue of reprisals, which still needs to be addressed," Noble said, adding that he intends to hold "classes as usual on both Rosh Hashanah and Yom Kippur" in the fall term. ■

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NEWS ACTUALITÉS

Don't Believe the Numbers

It seems the mathematicians don't believe the numbers, at least when it comes to bibliometrics.

That's according to a report released in June by the International Mathematical Union, which warns that the increasingly prevalent reliance on statistics — often derived from citation data — as being superior to more "complex judgments" in assessing scientific research is quite simply "unfounded."

The IMU's committee on quantitative assessment of research, chaired by John Ewing, executive director of the American Mathematical Society, was charged with commenting on the trend of using algorithmic evaluation as a way to measure quality.

The report, *Citation Statistics*, looked at measures like journal impact factors, which rate research according to the standing of the journal in which it is published, and citation counts, which purport to measure output based on how often an academic's publications are cited by peers.

The use of "simple and objective" methods like bibliometrics has grown with the belief that hard numbers are inherently more accu-

"The drive towards more transparency and accountability in the academic world has created a 'culture of numbers' in which institutions and individuals believe that fair decisions can be reached by algorithmic evaluation of some statistical data; unable to measure quality (the ultimate goal), decision-makers replace quality by numbers that they can measure."

— From the committee charge, *Citation Statistics*

rate that any opinion derived from more complex and possibly subjective judgments flowing from peer review.

The committee found: relying on statistics is not more accurate because data may be misapplied and lead to misleading information; the objectivity of numbers can be "illusory," and citation statistics can be even more subjective than any peer review; and sole reliance on citation data is at best an incomplete and often shallow understanding of research.

Although not entirely dismissive of citation statistics as an appropri-

ate tool to assess research, the committee noted that "numbers are not inherently superior to sound judgments," and that using statistics alone because they are "readily available" is not justifiable.

"Citation data provide only a limited and incomplete view of research quality, and the statistics derived from citation data are sometimes poorly understood and misused," the report concluded. ■

Version française à la page A8.

Citation Statistics is available online at www.mathunion.org/fileadmin/IMU/Report/CitationStatistics.pdf.

Un rapport fait état des tendances troublantes du recrutement

Le recours très répandu aux chasseurs de têtes pour recruter et sélectionner les dirigeants d'université pourrait être plus préjudiciable que bénéfique, à mesure même où le nombre d'établissements postsecondaires faisant appel à des entreprises de recrutement continue de grimper, révèle un rapport publié dans le numéro d'été 2008 du magazine *Engage* de la Leadership Foundation for Higher Education à Londres.

Sir David Watson, chaire de recherche en gestion des études supérieures à l'Institut de Education de l'Université de Londres, a rassemblé et analysé des données qui mettent en lumière une forte tendance à la hausse, chez les universités du Royaume-Uni, à confier le recrutement de leurs dirigeants à des chasseurs de têtes ou à des cabinets spécialisés.

Le professeur Watson constate dans son rapport qu'aucune agence de recrutement n'avait été sollicitée pour la recherche de candidats aux postes de dirigeants annoncés dans le *Times Higher Education Supplement* en 1986-1987, alors que dix ans plus tard de telles agences avaient été engagées pour neuf des 16 postes annoncés et, en 2006-2007, pour 20 postes sur 21.

Sir Watson compare l'effet du cycle de vie des chasseurs de tête durant cette période à celui d'une drogue raffinée. Ils ont commencé par provoquer des effets euphorisants qui se sont peu à peu dissipés avant de faire place à des effets secondaires préjudiciables.

Selon le professeur, le plus grave des effets secondaires associés à l'utilisation des services de chasseurs de têtes est l'« impartition importante de responsabilités fondamentales propres aux universités ».

La délégation aux chasseurs de têtes d'une tâche considérée autrefois comme l'une des fonctions inhérentes au mandat du conseil d'administration est en voie d'entraîner une sorte de déqualification des dirigeants, met-il en garde, tout en empêchant les candidats de prendre la pleine mesure du poste face auquel ils se trouvent, en raison de la confidentialité imposée par les cabinets de recrutement.

« On peut en dire autant de la situation au Canada », fait valoir le directeur général de la ACPPU, James Turk.

S'il est vrai que les agences de recrutement de cadres se sont par le passé révélées utiles en élargissant le réservoir de candidats potentiels, tout particulièrement à d'autres sec-

teurs d'activité, force est de constater, prévient M. Turk, que maintenant les effets négatifs de la « professionnalisation » du recrutement des dirigeants d'université l'emportent largement sur les bienfaits.

Et d'ajouter : « Nous avons constaté une importante augmentation du nombre de contrats de recherche de candidats qui sont passés avec des chasseurs de têtes pour pourvoir à des postes de recteur. Et bien que ces recruteurs puissent être en mesure d'établir un bassin de candidats dignes de considération, qui soit au départ plus large que celui que pourrait rassembler à lui seul le comité de recrutement d'une université, il n'en demeure pas moins que ces mêmes candidats sont proposés maintes et maintes fois sans jamais avoir la possibilité de bien comprendre les besoins particuliers de l'établissement concerné ».

Sir Watson appelle ce phénomène l'« antichambre de la concurrence ». C'est en quelque sorte « la salle où l'on fait attendre en permanence un groupe de candidats potentiels ou bien où l'on cherche constamment à introduire ces derniers à force de sollicitudes et de séduction ».

Le recours aux chercheurs de têtes aux États-Unis a aussi suscité récemment l'attention de William Bowen, l'ancien recteur de l'Université Princeton. Dans un article publié dans un numéro de mars du *Chronicle of Higher Education*, M. Bowen soutient que « la principale responsabilité du conseil d'administration » est d'assurer l'exécution d'« une relève fructueuse ». Malgré cela, déplore-t-il, il se trouve un grand nombre de conseils d'administration qui, n'étant pas préparés à cette fin, confient cette responsabilité capitale à des chasseurs de têtes à qui ils confèrent une autorité beaucoup trop importante sans leur fournir toutes les directives et orientations nécessaires.

L'ancien recteur reconnaît que l'appartenance professionnelle des cabinets de recrutement peut être utile, mais il est d'avis que leur rôle devrait se limiter à établir « des listes de candidats possibles, qui comportent également des candidats véritablement nouveaux », et non pas à établir des descriptions de fonctions ni même à entrer en contact avec les candidats.

Sir Watson recommande aux universités de recréer un « sentiment de responsabilité partagée » à l'égard des activités de recrutement dans tout le secteur de l'éducation postsecondaire. ■

English on page A5.

CAUT Calls on Acadia to Reinstate Fired Professor

→ From PAGE A1

In his letter of dismissal, Herman said Wightman's "conduct giving rise to [the Police's] ongoing investigation is utterly incompatible with the purpose, principles and operating imperatives of Acadia University." And that "it is vital that the University's reputation be protected. That reputation includes being a safe and morally appropriate institution ... and that all employees of the University have to conduct themselves in such a way as to protect that reputation."

Herman's letter also states that Wightman had used his university laptop "to engage in highly inappropriate communications of a sexual nature on chat rooms, etc."

CAUT's committee report noted that the withdrawal of tenure from a full professor (and especially one on whom a university has conveyed a directorship and then a deanship) requires an extraordinary breach of working conditions."

In relation to the moral issues, the committee said "Acadia has lost sight of the personal and private nature of Dr. Wightman's behaviour. There was no connection between the actions giving rise to the police enquiry and Acadia. In fact, had Dr. Wightman not been overly honest by informing Acadia officials about the [RCMP] enquiry, it is unlikely that Acadia would have known anything. In this regard, Dr. Wightman is being punished for honesty."

The committee expressed concern that an individual's private activity could be labelled a violation of a university policy. "[This] opens the door to any manner of terminations based on behaviours of which the university might disapprove. That the police exonerated Dr. Wightman at the end of their enquiry seems to be irrelevant to Acadia."



The committee also noted Herman's dismissal letter to Wightman didn't provide details about the alleged violations of the university's computer policies.

The committee wrote that the RCMP had possession of Wightman's Acadia laptop for an extended period during its investigation, but did not find actionable material after a thorough forensic audit. Yet Acadia, which had the laptop returned at the end of August, alleges sufficient evidence for termination based on chat room communication, after a one-week investigation.

The committee asks "how this is possible," in their report. "The former director of computing services questioned whether there were sufficient forensic skills at Acadia to perform the type of audit required to substantiate the claims made by the university. While it might be possible to log connections between the Acadia server and a chat room, determining the content of the connection and chat message is improbable. Acadia appears to accuse Dr. Wightman on the basis of circumstantial evidence and moral disapproval, with-

out providing detail or soliciting explanation."

The committee said while Wightman admitted he had used his university-supplied laptop to enter chat rooms, "access to a chat room and sending messages within one are scarcely grounds for dismissal." Further the committee found no evidence of disciplinary action being based on Acadia's adherence to the university's own computing policy, which specifies a complaint and appeal procedure.

Before the report's release in July, CAUT executive director James Turk sent a copy to Acadia and Wightman seeking a "mutually agreeable and fair resolution" to the dismissal. He also asked Wightman to postpone any legal action against the university until there was time to explore a settlement. Wightman agreed, but Acadia refused to enter into settlement discussions. Wightman has since sued the university for wrongful dismissal.

CAUT's Academic Freedom and Tenure Committee has asked the Executive Committee to bring a motion of censure of Acadia to the November CAUT Council. ■

2009 Izaak Walton Killam Postdoctoral Fellowships

Izaak Walton Killam Postdoctoral Fellowships (KPof) in most fields of study are tenable for up to two years at Dalhousie University, located in Halifax, Nova Scotia, Canada. KPof's are valued at \$44,000 CON per year plus travel allowance, a one-time \$3,000 research grant, and a \$1,000 conference travel grant. Applicants must have recently completed a PhD (Jan 2007 or later) at a recognised university and have no current affiliation with Dalhousie University. Applications must be submitted no later than 15-Dec-08. Full details available at:

dalgrad.dal.ca/kpdf

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NEWS ACTUALITÉS

Fin de la grève à l'Université de Sudbury

Le syndicat du personnel académique de l'Université de Sudbury a conclu avec la direction, le 26 août, une entente de principe qui a mis fin à une grève de neuf jours.

Dans un communiqué émis le 18 août, le syndicat avait annoncé que les membres du personnel acadé-

mique avaient massivement voté en faveur d'un mouvement de grève après que les négociations sur les salaires et les améliorations à apporter aux charges d'enseignement eurent échoué et que le recteur de l'université eut informé par écrit tous les membres du syndicat que

la convention collective n'était plus en vigueur, mais qu'ils étaient libres de signer des contrats de travail individuels avec l'université.

Les détails de l'entente n'étaient pas encore disponibles au moment de mettre sous presse. Toutefois, le président du syndicat, James

Ketchen, s'est dit heureux que « l'équipe de négociation ait en main une entente de principe qu'elle pourra recommander aux membres de ratifier avant le début de la prochaine session ».

English on page A6.

Méfiez-vous des chiffres

Les mathématiciens ne semblent pas faire confiance aux chiffres, du moins lorsqu'il est question de bibliométrie.

C'est ce que constate un rapport publié en juin dernier par un comité de l'Union internationale des mathématiciens (IUM) qui souligne que l'argument selon lequel l'importance de plus en plus grande accordée aux statistiques — établies souvent à partir de données de citations — parce qu'elles seraient supérieures à des jugements plus complexes pour évaluer les travaux de recherche scientifique est tout simplement « sans fondement ».

Le comité de l'évaluation quantitative de la recherche de l'IUM, présidé par John Ewing, directeur général de l'American Mathematical Society, était chargé de formuler des observations sur la tendance à utiliser l'évaluation algorithmique comme indicateur de qualité.

Le rapport intitulé *Citation Statistics* (statistiques de citations) examine les indicateurs tels que les facteurs d'impact des revues, qui servent à évaluer les travaux de recherche en fonction de la réputation de la revue dans laquelle ils sont publiés, et les nombres de citations, qui sont censés mesurer la visibilité des travaux scientifiques selon le nombre de fois que ceux-ci sont cités par leurs pairs.

Le recours accru à des méthodes « simples et objectives » comme la bibliométrie vient à l'idée que les données chiffrées seraient fondamentales plus précises que toute conclusion fondée sur des jugements plus complexes, voire plus subjectifs, qui découlent d'évaluations par les pairs.

Le comité développe dans son rapport les idées suivantes : les statistiques ne sont pas plus exactes que d'autres méthodes parce qu'elles peuvent induire en erreur si elles sont mal utilisées; l'objectivité du nombre de citations peut être « illusoire » et les statistiques de citations peuvent être même plus subjectives que les évaluations par les pairs; limiter l'évaluation de la performance dans la recherche à de seules données de citations est une démarche au mieux incomplète qui réduit souvent la compréhension de la recherche à quelque chose de superficiel.

Si le comité ne rejette pas totalement l'exploitation des statistiques de citations comme outil valable d'évaluation de la recherche, il souligne cependant que « les chiffres ne sont pas, par nature, supérieurs à ce que peut apporter un jugement solide » et que le recours à des statistiques du seul fait qu'elles sont « facilement disponibles » est injustifiable.

« Les données de citations ne donnent qu'un aperçu limité et incomplet de la qualité de la recherche, et les statistiques établies à partir de ces données sont parfois mal comprises et mal utilisées », concluent les auteurs du rapport.

English on page A7.

Le rapport *Citation Statistics* est disponible en ligne (en anglais seulement) à l'adresse www.mathunion.org/fileadmin/IMU/Report/CitationStatistics.pdf.

La situation toujours précaire des femmes universitaires en sciences

→ Suite de la PAGE A3

groupes d'équité est entravée dans les cultures institutionnelles et les facteurs systémiques tels que la « partialité » sur le plan de l'évaluation et les normes qui excluent les femmes. Les milieux de travail peuvent isoler les membres féminins du corps professoral, négliger de leur offrir des programmes d'encadrement adéquats et être résolument hostiles à la conciliation des responsabilités professionnelles et familiales.

Cette partialité à l'égard des femmes a pour effet de sous-évaluer leurs travaux d'érudition. Des études constatent que les femmes réussissent en général moins que les hommes à décrocher des bourses de recherche et que, lorsqu'elles y parviennent, elles se voient attribuer des montants inférieurs. Le faible nombre de femmes parmi les professeurs titularisés influe également sur la probabilité d'obtenir des subventions.

Au cours des trois dernières années, seulement deux des 18 prestigieuses bourses Steacie du Conseil de recherches en sciences naturelles et en génie du Canada ont été décernées à des femmes scientifiques. Il n'existe malheureuse-

ment pas de données sur la répartition, selon les groupes d'équité, des bourses postdoctorales ni, d'ailleurs, de la plupart des bourses de recherche. Toutes ces anomalies mettent en évidence le besoin urgent de mettre en place un système de suivi et d'analyse des programmes de bourses de recherche accordées aux membres des groupes d'équité.

Le programme de chaires de recherche du Canada, qui a fait l'objet d'une telle analyse, a été créé en 2000 pour appuyer « l'excellence en recherche ». En 2002, cependant, quelque 15 % seulement des nouvelles chaires avaient été attribuées à des femmes (aucune donnée n'est disponible sur les membres d'autres groupes sous-représentés). Deux ans plus tard, huit professeurs ont déposé auprès de la Commission canadienne des droits de la personne une plainte collective contre les modalités d'attribution des chaires jugées discriminatoires à l'endroit des femmes, des Autochtones, des personnes handicapées et des membres de groupes « racialisés ». La plainte a été réglée en 2006. Aux termes de l'entente conclue, il a été convenu que le secrétariat des chaires de recherche du Canada réformerait le programme de sorte

à prévenir toute discrimination dans l'attribution des futures chaires et qu'il engagerait un consultant pour élaborer une méthode devant aider les universités à déterminer les cibles à atteindre en matière de représentation des quatre groupes désignés.

Mais la mise en œuvre du règlement intervenu il y a deux ans ne cesse d'accuser du retard. En 2006, les femmes ont obtenu 15,8 % des chaires de niveau 1 et 27,3 % des chaires de niveau 2. En 2007, 76 % de l'ensemble des chaires ont été octroyées à des hommes. Il est décourageant de voir qu'une faible partie seulement des dispositions de l'entente a été exécutée jusqu'à présent. La méthode d'attribution, considérée comme inadéquate par les huit professeurs parties à la plainte, n'a toujours pas été annoncée aux universités. Celles-ci n'ont donc pas fixé de cibles de représentation, et le programme continue de fonctionner comme auparavant.

Certes, aucune politique ne peut à elle seule corriger ces écarts entre les sexes. Mais compte tenu des recherches mentionnées précédemment et de beaucoup d'autres études, nous savons déjà amplement ce qui doit être accompli et comment cela doit l'être.

Notre conférence d'octobre prochain sera l'occasion par excellence de mettre ces questions de l'avant en vue non seulement d'examiner de plus près les tendances actuelles de restructuration, mais aussi d'élaborer des stratégies qui remédient aux iniquités existantes tout en veillant à ce que l'équité soit indissociable du processus. J'espère bien avoir le plaisir d'y rencontrer bon nombre d'entre vous.

Pour obtenir des renseignements sur la conférence, veuillez consulter le site www.acppu.ca.

1. Statistique Canada. *Profil et projets des titulaires d'un doctorat*, Questions d'éducation, 81-004-xif.
2. ACPPU. *Équité en matière d'emploi*, mars 2008, n° 3.
3. ACPPU. *Équité en matière d'emploi*, mars 2008, n° 2.
4. Joldersma, Hermna. *Next Steps: Report of the Gender Equity Project*, Université de Calgary, 2005.
5. Rapport d'un groupe de travail : *An Assessment of the Working Climate for Science Faculty at the University of British Columbia*, 2007.
6. Wylie, Alison, Janet Jakobsen et Gisela Fosado. *Women, Work and the Academy: Strategies for Responding to 'Post-Civil Rights Era' Gender Discrimination*, The Barnard Center for Research on Women, New York, 2007.

Women Still Lagging & Losing in Sciences

→ From PAGE A3

How to account for this? Since the 1999 MIT report on the status of female faculty in science sent shock waves through North American universities, more than a dozen reports have documented how the relative disadvantage of women and other equity seeking groups is rooted in institutional cultures and systemic factors such as "evaluation biases" and standards that exclude women. Workplace environments may isolate female faculty, neglect to provide meaningful mentoring and have systemic hostility to a balanced work and family life.

Evaluation biases have the effect of undervaluing women's scholarly work. Studies have found that women are often less successful than men in competing for grant money and, when successful, obtain smaller awards. Under-promoting women to full professors also has an impact on the likelihood of receiving awards.

In the past three years only two

of 18 Steacie Fellowships — a top prize given by the Natural Sciences and Engineering Research Council of Canada — have been awarded to female scientists. Unfortunately there is no data describing the distribution by equity category of postdoctoral fellowships or indeed of most awards. All of these point to the urgent need to develop systematic equity tracking and analysis of awards programs.

One award program that has been analyzed is the Canada Research Chairs. The program was created in 2000 to strengthen "research excellence," but by 2002 only about 15 per cent of new chairs had been awarded to women (no data is reported for members of other under-represented groups). Two years later, eight faculty filed a human rights complaint arguing that the distribution of awards discriminated against women, Aboriginal persons, members of "racialized" groups and persons with disabilities. The complaint was settled in 2006. The Chairs Program agreed to take steps to prevent fu-

ture discrimination in the selection process, including hiring a consultant to develop a methodology to guide universities in setting targets for representation of the four designated groups.

But there has been a trail of un-realized expectations in the two years since the settlement. In 2006, women received 15.8 per cent of Tier 1 chairs and 27.3 per cent of Tier 2 chairs; in 2007, 76 per cent of the awards were made to men. It is disheartening that only a small part of the agreement has been implemented. The methodology, regarded as inadequate by the original complainants, has not been released to universities. So while local targets for representation have not been set, the award process continues.

No single policy can change these gender patterns. But from the research mentioned above and many other studies, we already know a lot about what needs to be done and how to do it.

Our October conference provides a rich opportunity to move these

issues forward, not only to examine restructuring trends, but also to develop strategies to remedy existing inequities while ensuring that equity is intrinsic to the process. I look forward to seeing many of you there.

Conference information can be found at www.caut.ca.

1. Statistics Canada. "Graduates of Doctoral Programs — Who are they and what are their post degree plans?" Education Matters, 81-004-xif.
2. CAUT, March 2008. Equity review #3
3. CAUT, March 2008. Equity review #2
4. Hermna Joldersma. 2005. Next Steps: Report of the Gender Equity Project, University of Calgary
5. Task Force. 2007. An Assessment of the Working Climate for Science Faculty at the University of British Columbia
6. Alison Wylie, Janet Jakobsen & Gisela Fosado. 2007. *Women, Work and the Academy: Strategies for Responding to 'Post-Civil Rights Era' Gender Discrimination*. New York: The Barnard Center for Research on Women

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NEWS ACTUALITÉS

Survey Exposes Surprisingly High Rates of Research Fraud among US Scientists

A SURVEY on research ethics among publicly-funded U.S. scientists has exposed higher than expected rates of misconduct and serious underreporting issues, sparking questions about the effectiveness of self-regulation.

The survey, commissioned through the U.S. Office of Research Integrity, polled more than 2,200 researchers on scientific misconduct, which the ORI describes as "fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results." The goal was to investigate why so few cases of research fraud were being reported to the ORI.

The survey authors, writing in *Nature* June 19, estimated there could be as many as 2,325 potential research fraud cases a year, of which only about 58 per cent are reported to university officials. They report "an alarming picture of underreporting."

The authors conclude there are several explanations for unreported instances of misconduct — from individuals who may be reluctant to cast suspicion on their colleagues to institutions that are likely reluctant to report cases that might tarnish their reputations, impact on funding, or lead to costly and time-

consuming investigations.

It's a problem that must be fixed, the authors contend, because "the way in which research misconduct is policed and corrected reflects the integrity of the whole enterprise of science." They propose a zero tolerance policy among institutions, requiring that all incidents be reported, adding that institutions can also demonstrate a genuine commitment to research integrity by taking steps to protect whistle blowers and clarifying reporting procedures. They suggest that rather than just relying on formal complaints, that institutions should pro-actively monitor research, for example, by auditing research records.

They also call for a new system of mentored career development in research ethics for junior status researchers and highlight the need for strong leadership, because "people imitate the behaviour of powerful role models."

Institutions successfully stop cheating, the authors report, when they have leaders who communicate "what is acceptable behaviour, encourage faculty members and staff to follow the policies, develop fair and appropriate procedures for handling misconduct cases, focus on ways to develop and promote

ethical behaviour and provide clear deterrents that are communicated."

Nigel Lloyd, executive vice-president of the Natural Sciences and Engineering Research Council of Canada, says that unfortunately, there is every reason to expect that the reality in other countries, including Canada, is parallel with the U.S. situation.

"There hasn't been a similar study conducted in Canada, but there's no reason to think that Canadian researchers are any less likely or more likely to commit scientific misconduct," he said.

He points to efforts underway to review how research integrity is monitored in Canada. In January 2007, the country's three major research-granting agencies, along with several foundations and associations, including CAUT and the Association of Universities and Colleges of Canada, came together to form the Canadian Research Integrity Committee, to foster the discuss of issues.

"We need to ensure that our policies and procedures are as robust as they can be," Lloyd said. "This is essential in order to maintain public confidence in the research system. One case of misconduct is one too many." ■



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L'ACPPU appelle Acadia à réintégrer un professeur

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d'exploitation de l'Université Acadia. Et il ajoute qu'« il est de la plus haute importance que la réputation de l'université soit protégée... sa réputation d'établissement sûr et respectueux des valeurs morales où tous ses employés doivent se conduire de manière à préserver cette réputation... ».

La lettre mentionne également que M. Wightman avait utilisé l'ordinateur portable de l'université pour « échanger des propos de nature sexuelle des plus inconvenants dans les bavardoirs sur Internet... ».

Le comité d'enquête de l'ACPPU indique dans son rapport que « la révocation de la permanence d'un professeur titulaire (et tout particulièrement d'un professeur titulaire à qui une université a confié un poste de directeur puis un poste de doyen) ne saurait être justifiée qu'en cas d'infraction grave aux conditions de travail ».

Au sujet des questions morales, le comité émet l'observation suivante : « L'Université Acadia a perdu de vue la nature personnelle et privée de la conduite du professeur Wightman. Il n'y avait pas de lien entre les actes qui ont donné lieu à l'enquête policière et l'université. En fait, si M. Wightman n'avait pas fait preuve d'autant d'honnêteté en informant les dirigeants d'Acadia de la tenue de cette enquête, ces derniers ne l'auraient probablement jamais su. Dans ce sens, M. Wightman est puni pour son honnêteté. »

Le comité exprime ses réserves sur le fait que les activités privées d'une personne puissent être associées à une violation d'une politique universitaire. « [Un tel raisonnement] ouvre la voie à toutes les formes de congédiement fondées

sur des comportements que pourraient désapprouver l'université. Que la gendarmerie ait excusé le professeur Wightman à l'issue de son enquête semble dépourvu de toute pertinence pour les dirigeants de l'université. »

Le comité fait également observer que la lettre de licenciement remise à M. Wightman par M. Herman ne rend aucunement compte des présumées violations des politiques de l'université relatives au matériel informatique.

Le comité écrit par ailleurs que la CRC, qui avait eu en sa possession, pendant toute la durée de son enquête, le portable de l'université prêt à M. Wightman, n'y avait trouvé aucun matériel pouvant donner lieu à des poursuites, après avoir effectué une vérification judiciaire approfondie. Pourtant, l'Université Acadia, dont le portable lui a été retourné à la fin du mois d'août, affirme disposer d'éléments de preuve suffisants, fondés sur les conversations tenues dans les bavardoirs sur Internet, pour justifier le congédiement du professeur, après une enquête d'une semaine.

« Comment cela peut-il être possible? », s'interroge le comité dans son rapport. « L'ancien directeur des services informatiques s'est demandé si Acadia disposait des ressources en matière de criminalistique suffisantes pour mener le type de vérification qui permet de confirmer le bien-fondé des affirmations de l'université. Il peut être possible de répertorier les connexions entre le serveur d'Acadia et un bavardoir, mais il est improbable que l'on puisse déterminer le contenu de la connexion et de la session de bavardage. Il se trouve que l'Université Acadia porte des accusations contre le professeur Wightman sur

la base d'éléments de preuve circonstancielle et pour un motif de désapprobation morale, sans donner de précisions ni solliciter d'explications. »

Le comité soutient que, bien que M. Wightman ait admis s'être servi de l'ordinateur portable de l'université pour fréquenter les bavardoirs, « l'accès aux salons de cyberbavardage et la transmission de messages à l'intérieur de ces salons sont loin de constituer des motifs de congédiement ». De plus, le comité a constaté que l'université n'avait pris aucune mesure disciplinaire en ce sens en application de sa propre politique informatique, qui prévoit une procédure de traitement des plaintes et d'appel.

Avant que le rapport du comité ne soit rendu public en juillet, le directeur général de l'ACPPU, James Turk, en a envoyé des copies à l'université et à M. Wightman afin que les parties puissent arriver à un « règlement juste et mutuellement acceptable ». Il a également demandé à M. Wightman de différer toute poursuite judiciaire contre l'université pour que l'on puisse disposer du temps nécessaire pour trouver un règlement au litige. M. Wightman a donné son consentement, mais l'Université Acadia a refusé de s'engager dans des pourparlers. M. Wightman a depuis intenté une poursuite contre l'université pour congédiement injustifié.

Le Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU a demandé au Comité de direction de présenter une motion de censure à l'endroit de l'Université d'Acadia lors de l'assemblée de novembre du Conseil de l'ACPPU. ■

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CAREERS CARRIÈRES

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A

■ **ABORIGINAL LITERATURES** – University of Alberta The Department of English and Film Studies at the University of Alberta invites applications for a tenure track appointment at the rank of Assistant or Junior Associate Professor in the area of Aboriginal Literatures; secondary research and teaching emphases might include creative writing, film studies, Canadian studies, gender and sexuality, or virtually any area of literary and cultural history and theory. Applicants should ideally have a PhD, or be close to finishing it at the time of appointment, as well as relevant teaching experience and publications. They should be prepared to teach broadly based introductory courses in English literature as well as more specialized senior courses, and to supervise student work at both undergraduate and graduate levels. Salary is commensurate with qualifications and experience. The appointment will commence July 1, 2009. Candidates should send the Chair a letter of application (including a statement of permission to share certain materials, as noted below, if acceptable), a complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a writing sample (maximum 20 pages), the names of three referees, and, if available, a teaching dossier and evaluations of teaching performance. Candidates are responsible for ensuring that official copies of undergraduate and graduate transcripts, and letters of reference from the three named referees, are sent directly to the Department. The closing date for applications

is November 10, 2008. All application materials should be sent to: Garrett P.J. Egan, Chair, Department of English and Film Studies, Humanities Centre, 3-5, University of Alberta, Edmonton AB T6G 2E5 Canada. For further information about the position, or the Department, please contact the Chair by email at garrett.egan@ualberta.ca. In accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOI/PA), we require written permission to grant access to your curriculum vitae, teaching statement, and writing sample to be reviewed and tenure track faculty members in the Department of English and Film Studies, and should your file be forwarded by the departmental Screening Committee to the departmental graduate students. Any candidate who wishes to grant such access to these application materials must include an explicit statement

of permission, preferably within the letter of application. Other application materials, including letters of reference and transcripts, will be handled and discussed in strict confidence only by members of the Screening and Dean's Advisory Selection Committees. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ACCOUNTING** – Brock University The Faculty of Business, Brock University invites applications for a probationary tenure track position in Accounting starting July 1, 2009. The rank is open at either the Assistant or Associate Professor level, dependent upon qualifications. The availability of this position is subject to final budgetary approval. Applications will be reviewed on an ongoing basis. Qualifications include a doctorate in accounting (completed or near completion), a commitment to quality research and to classroom excellence. All research and teaching interests are welcome. Position level and salary are commensurate with the applicant's qualifications. Brock University is located in the scenic Niagara peninsula minutes from New York State and a one-hour drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high growth area with an exceptional range of professional and recreational opportunities. The Department of Accounting is in the Faculty of Business, which has approximately 80 full-time members, including 24 in Accounting. It offers a Bachelor of Accounting (BACC), a Bachelor of Business Administration (BBA), with an optional concentration in Accounting, and a Master of Science in Management (MSc) with an optional concentration in accounting. The BACC, BBA, MBA and MSc are co-op options, which are highly regarded in Ontario. The Faculty of Business at Brock University is AACSB accredited. The Department of Accounting is accredited by the Institute of Chartered Accountants of Ontario, the Certified Management Accountants of Ontario and Certified General Accountants of Ontario. Applications should be submitted along with curriculum vitae, samples of research, teaching evaluations (if available), and the names and addresses of three referees to: Professor Allister Young, Chair, Department of Accounting, Brock University, St. Catharines, Ontario, Canada, L2S 3A4, Phone: 905-688-5550 ext 3432; E-mail (preferred): ayoung@brocku.ca. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish their application considered as a member of one of more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/hr/careers/SelfIdentification.pdf> and include a completed form with their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the university's website www.brocku.ca.

■ **ACCOUNTING** – York University York University's Schulich School of Business is seeking applicants for two tenure-stream positions of the Senior Assistant, Associate or Full Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

■ **ACCOUNTING** – University of Waterloo The University of Waterloo invites applications for tenured or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open, but we especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2008, we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and field data, and we encourage a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment on courses faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please directly to: <http://sai.uwaterloo.ca/>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, preferably research paper. In addition, three referees should send letters directly to: The Director, c/o Lori Laronde, SAIFAC Recruitment@uwaterloo.ca. Review of applications will start from September 2008 and will continue until the positions are filled.

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October 2008 / octobre	September 03 septembre 2008	September 25 septembre 2008
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As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 337-5900 or visit www.aaup.org.

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†† Accordée sur les frais liés à la quadrichrome et à l'emplacement.

Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.caut.ca/pas.asp?page=247&lang=2) résume les priorités clés de cette organisation. Le Comité de rédaction du Bulletin de l'ACPPU se réserve le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le contenu de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le Bulletin annonce les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et le degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél: (202) 337-5900, ou de visiter www.aaup.org.

CAUT ACPPU
BULLETIN

CAREERS CARRIÈRES

the ability to publish in the highest quality academic outlets. An ability to teach undergraduate and graduate courses using a mix of lecture, discussion, and experiential learning is an opportunity for reduced teaching load and the management of a research team for a limited term. Candidates should also be willing to engage in outreach activities with both the agriculture and agroforestry industries and government policy-making institutions. This position is available to begin July 2009. Candidates for a tenured appointment must have a PhD. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The School is recognized worldwide for the quality of its management education and research. The School's major activities include: a highly regarded MBA program and undergraduate program; a well established doctoral program active in most major areas of management; as well as an expanding portfolio of programs for executives, including an Executive MBA delivered in Canada and Hong Kong. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. The submission deadline is October 31, 2008 although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at www.uwo.ca/facultysearch/Opps.htm. Email: facultypositions@uwo.ca.

■ **ANTHROPOLOGY** — Brandon University. Brandon University's Department of Anthropology invites applications for a one-year half-time term position in Archaeology, subject to budget. The PhD is preferred but MA and BA applicants will also be considered. The successful candidate will have evidence of success in teaching all levels of Archaeology. Teaching Load will consist of three half courses (3 credit hours each): Archaeology of the Americas or Archaeology of the Northern Plains; a course on lithic analysis; and an archaeology course in the successful candidate's area of expertise. Salary is commensurate with qualifications and experience. Start date is January 1st, 2009 and deadline for applications is October 31st, 2008. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations, and a sample publication to: Dr. Steve Robinson, Acting Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9 or by email to: artsdean@brandonu.ca. Short-listed candidates will be expected to provide copies of credentials at the time of interview. For additional information about Brandon University please visit our web site: www.brandonu.ca in accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

■ **ANTHROPOLOGY** — McMaster University. The Department of Anthropology at McMaster University invites applications for a Tier 1 Canada Research Chair (CRC) faculty position in Skeletal and Dental Anthropology. Candidates for Tier 1 CRC positions must be full professors or associate professors who are expected to be promoted to the full professor level within one or two years of the nomination. They must be outstanding and innovative researchers whose accomplishments have made a major impact in their fields; be recognized internationally as leaders in their fields; have superior records of attracting and supervising graduate students and postdoctoral fellows and will, as chairholders, be expected to attract excellent trainees, students and future researchers. In addition, the candidate must be properly engaged in an original, innovative research program of the highest quality. Candidates for McMaster's Tier 1 CRC positions must demonstrate outstanding research records in one or more of the following areas: skeletal and dental anthropology; comparative patterns of growth and variability in human skeletal and dental development; demographic reconstruction; forensic methods of sex and age-at-death estimation; comparative analyses of markers of morbidity; and integration of biological and archaeological data in the analysis and interpretation of bioarchaeological remains. The program in biological anthropology at McMaster University offers strong undergraduate and graduate training in health and nutrition in contemporary populations, molecular anthropology, and the anthropological study of disease. Current laboratory facilities include the McMaster Anthropology, Human Tissue and Light Microscopy Laboratory and the McMaster Ancient DNA Centre. Other departmental research facilities include the Fisheries Archaeology Research Laboratory and the Laboratory for Interdisciplinary Research on Archaeological Ceramics (URAC). The Tier 1 CRC will be able to take advantage of state-of-the-art laboratory facilities and equipment and will develop new facilities through the Canada Foundation for Innovation (CFI) program and other external research funding. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for this position. McMaster is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. McMaster University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities. Applicants should include a curriculum vitae, the names and addresses (including email) of three references, a statement of research interests and plans, and a statement of teaching philosophy, and should be sent in electronic format, though an additional hard copy may be sent by regular mail. Letters of application should address how candidates are prepared to engage in the supervision of graduate students. Submit applications to: Aubrey Cannon, Chair, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, ON, Canada L8S 4L5. Tel: (905) 525-9340, ext. 23920; Fax: (905) 525-9393; Email: cannon@mcmaster.ca. Closing Date: January 15, 2009.

■ **ART THERAPY** — Concordia University. Concordia University's Department of Creative Arts Therapies invites applications for one tenure-track position in Art Therapy. Concordia offers Canada's only two-year

Master's-level degree in Creative Arts Therapies. Candidates must have a record of excellence in teaching, extensive clinical experience, an established background in academic research and theory, the ability to attract external funding from major granting agencies, and demonstrated committee service and administrative skills. Preference will be given to candidates at the PhD level. The

candidate must have professional registration as an Art Therapist (ATR). Subject to budgetary approval, we anticipate filling this position, normally at the rank of Assistant Professor, for July 1, 2009. Appointments at a more senior level may also be considered. Review of applications will begin immediately and will continue until the position is filled. All applications should reach the department

no later than November 17, 2008. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity. Please consult our website for further information and application instructions: <http://www.concordia.ca/about/jobs/faculty/finearts>.

■ **ASTROPHYSICS** — Canadian Institute for Theoretical Astrophysics. Postdoctoral research fellowships beginning September 1, 2009 are being offered at the Canadian Institute for Theoretical Astrophysics. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. We would prefer electronic submissions. Please check <http://www.cita.utoronto.ca> under "Working at CITA" for instructions. Applicants unable to do this, should send a curriculum vitae, statement of research

interests, and a list of references to the Director, Canadian Institute for Theoretical Astrophysics, 3709 University Avenue, Toronto, Ontario M5S 1A5, Canada. Tel: (416) 978-2000. Fax: (416) 978-2001. Email: director@cita.utoronto.ca.

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship. The Faculty includes the departments of Dance, Design, Film, Music, Theatre, and Visual Arts, and a program in Fine Arts Cultural Studies. Further information about the Faculty can be found at www.finearts.yorku.ca

Faculty of Fine Arts TENURE-TRACK POSITIONS

THE OSCAR PETERSON CHAIR IN JAZZ PERFORMANCE

The Department of Music invites applications for the Oscar Peterson Chair in Jazz Performance, a full-time, tenure-track position (rank open), effective July 1, 2009, subject to budgetary approval. The successful candidate will have a master's degree in Music (or equivalent in professional experience and reputation), with solid evidence of exceptional performance ability demonstrated by current credentials as a major jazz instrumentalist and/or composer with an international or national performance reputation worthy of the legacy of Oscar Peterson. The successful candidate must have the potential to attract high-calibre students to York University's jazz program, plus an interest in mentoring jazz performance students. University-level teaching experience is preferred, and the candidate without this experience must demonstrate potential ability in this area. Promise of contributions at both graduate and undergraduate levels is expected and, therefore, an established career as an internationally acknowledged jazz performer and composer with documentation of numerous commercial jazz recordings, broadcasts, concerts, reviews, and jazz publications (music scores, jazz instruction books, etc.) is required. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies. Expertise in an additional area (e.g., History of Jazz, Jazz Theory, Orchestration and Arranging, Improvisation, Repertoire Development, Career Development, etc.) will be considered beneficial. The Department seeks someone who can respond to the opportunities created by a diverse and extremely talented student body. Current music degree offerings include: BA, Honours BA and BFA, MA, and PhD.

A letter of application, a curriculum vitae, supporting material (including three recent commercially released recordings) plus three letters of reference should be sent to: Professor Michael Coghlan, Chair, the Oscar Peterson Chair in Jazz Performance Search Committee, Department of Music, Faculty of Fine Arts, 371 Accolade

East, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: mcoghan@yorku.ca. The deadline for receipt of completed applications is October 1, 2008.

DEPARTMENT OF VISUAL ARTS

Applications are invited for a full-time, tenure-track position in Interactive Digital Media and Time Based Art, at the Assistant Professor level, effective July 1, 2009, subject to budgetary approval. York's Department of Visual Arts is one of the leaders in art history and art practice in Canada. Recent renovations of undergraduate studio spaces, expansion of the MFA studios, and a visual art study centre are contributing to the growth of the Department. The Department is committed to teaching critical issues in art and art history, and to the ongoing development of programs in all studies and studio areas. Applicants for this position must demonstrate expertise in interactive digital media, using installation, video, audio, mobile and online technologies. The position involves undergraduate teaching, graduate teaching and supervision, and research. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies. The incumbent will assume a key role in the cross-faculty digital media research hub at York (www.digitalmedia.yorku.ca). We encourage applicants who create new forms of digital media art that address audiences across the Internet, through digital broadcasting, and in live performance. The successful candidate will be a leader who is able to integrate evolving digital technologies with both contemporary line art theory and practice, and the social and political aspects of technology in the contemporary media saturated world. Requirements: MFA in digital media, with three years of post-secondary teaching, practicing professional artist with an active exhibition record, strong commitment to graduate supervision, administrative duties and responsibilities including departmental, faculty and university committees. Candidates should show excellence or promise of excellence in teaching and in scholarly/creative

research and/or publication. York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon, and expand the University's strengths and prominence in the areas of Arts, Media and Technology. In addition to this appointment, appointments will be made in the Faculty of Science and Engineering in the area of Digital Media and Computer Graphics, and in the Ossego Hall Law School in the area of Intellectual Property, Law and Technology. The successful candidate will be expected to participate in this growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area. Salary: Commensurate with qualifications.

A letter of application with a current, detailed curriculum vitae, appropriate documentation of current work (DVD, website, digital photography, etc.), statements of creative research interests and teaching philosophy, one or two recent publications/catalogues, the names, e-mails and addresses of three referees, course outlines and teaching evaluations should be sent to: Rose Le Coche, Secretary, Tenure Stream Search Committee, Department of Visual Arts, Faculty of Fine Arts, Room 267, 6CFA, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: 416-736-5875. E-mail: rlcoche@yorku.ca. The deadline for receipt of completed applications is October 31, 2008.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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CAREERS CARRIÈRES

Interests and orange to have 3 letters of recommendation sent to: Prof. L. Kofman, Acting Director, CITA, McEwen Labs, 60 St. George Street, Toronto, Ontario, Canada, M5S 3B8. The deadline for applications and letters of recommendation is November 15, 2008. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

■ **ASTROPHYSICS** – Canadian Institute for Theoretical Astrophysics. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute ex-

pects to offer one or more Research Associate positions of three to five years duration. The starting date will be 1 September, 2009. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. Please send electronic submissions. Please

check <http://www.cita.utoronto.ca> under "Working at CITA" for instructions. Applicants unable to access the web should mail a curriculum vitae, statement of research interests and arrange for three letters of recommendation to be sent to: Professor L. Kofman, Acting Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 3B8. The deadline for applications and letters of recommendation is November 15, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is

strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **ASTROPHYSICS** – Canadian Institute for Theoretical Astrophysics. CITA is a national centre for theoretical astrophysics located at the University of Toronto. As part of its mandate to promote research throughout Canada, the Institute provides partial support for postdoctoral fellows working in the great astrophysics or closely related fields at Canadian universities other than the University of Toronto, through its National Fellow program. The responsibility for identifying and nominating potential CITA National Fellows who will work at a given university lies with the faculty at that university. Only faculty at Canadian universities may submit nominations. The deadline for these nominations is November 15, 2008 for fellowships to start in September 2009. If you are interested in applying for CITA National Fellowship, please visit www.cita.utoronto.ca and click on "Working at CITA" for more information.

However, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment and offer supplementary research support for faculty. The School offers Bachelor of Commerce with Honours, Bachelor of International Business Administration, and PhD in Management degrees. More information on the Department can be obtained from the Web site: <http://sprrt.carleton.ca>, and more information on the University at the Faculty Recruitment and Support Web site: <http://www.carleton.ca/facultyrecruitment>. Subject to budgetary approval, salary and benefits are competitive and commensurate with qualifications. The search will close on October 15, 2008, or when the position has been filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown Ottawa, as well as the Gatineau Hills, enhances quality of life, and allows for recreational opportunities for individuals and families. The University itself, with a population of almost one million, is Canada's capital and reflects the country's bilingual and multicultural character. Carleton University's capital also provides many opportunities for research with groups and institutions that focus on private, public and not-for-profit sector management. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, equity, enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to: women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. Please send cover letter, curriculum vitae, and three letters of references separately to: Dr. Jerry Tomberlin, Dean, Sport School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: (613) 520-2600 ext. 8078; Fax: (613) 520-2532; Email: dean@sprrt.carleton.ca; Web site: <http://www.sprrt.carleton.ca>.

■ **BUSINESS** – Wilfrid Laurier University. The Department of Business invites applications from individuals who possess a PhD or equivalent degree in Business, Management or Microeconomics in I/O or Resource-Based Theory and have a strong record of research publications, and a productive consistent with AACSB guidelines for a doctoral granting business school. Candidates should also have a record of strong and successful teaching and industry work experience outside of academia is an asset. The Sport School of Business is committed to excellence in teaching and research (Best Overall Performance Award, AACSB 2008). The School offers a highly competitive program development and offer supplementary research support for faculty. The School offers Bachelor of Commerce with Honours, Bachelor of International Business Administration, and PhD in Management degrees. More information on the Department can be obtained from the Web site: <http://sprrt.carleton.ca>, and more information on the University at the Faculty Recruitment and Support Web site: <http://www.carleton.ca/facultyrecruitment>. Subject to budgetary approval, salary and benefits are competitive and commensurate with qualifications. The search will close on October 15, 2008, or when the position has been filled. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown Ottawa, as well as the Gatineau Hills, enhances quality of life, and allows for recreational opportunities for individuals and families. The University itself, with a population of almost one million, is Canada's capital and reflects the country's bilingual and multicultural character. Carleton University's capital also provides many opportunities for research with groups and institutions that focus on private, public and not-for-profit sector management. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, equity, enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to: women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. Please send cover letter, curriculum vitae, and three letters of references separately to: Dr. Jerry Tomberlin, Dean, Sport School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: (613) 520-2600 ext. 8078; Fax: (613) 520-2532; Email: dean@sprrt.carleton.ca; Web site: <http://www.sprrt.carleton.ca>.

■ **BUSINESS** – Wilfrid Laurier University. The Department of Business invites applications from individuals who possess a PhD or equivalent degree in Business, Management or Microeconomics in I/O or Resource-Based Theory and have a strong record of research publications, and a productive consistent with AACSB guidelines for a doctoral granting business school. Candidates should also have a record of strong and successful teaching and industry work experience outside of academia is an asset. The Sport School of Business is committed to excellence in teaching and research (Best Overall Performance Award, AACSB 2008). The School offers a highly competitive program development and offer supplementary research support for faculty. The School offers Bachelor of Commerce with Honours, Bachelor of International Business Administration, and PhD in Management degrees. More information on the Department can be obtained from the Web site: <http://sprrt.carleton.ca>, and more information on the University at the Faculty Recruitment and Support Web site: <http://www.carleton.ca/facultyrecruitment>. Subject to budgetary approval, salary and benefits are competitive and commensurate with qualifications. The search will close on October 15, 2008, or when the position has been filled. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown Ottawa, as well as the Gatineau Hills, enhances quality of life, and allows for recreational opportunities for individuals and families. The University itself, with a population of almost one million, is Canada's capital and reflects the country's bilingual and multicultural character. Carleton University's capital also provides many opportunities for research with groups and institutions that focus on private, public and not-for-profit sector management. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, equity, enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to: women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. Please send cover letter, curriculum vitae, and three letters of references separately to: Dr. Jerry Tomberlin, Dean, Sport School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: (613) 520-2600 ext. 8078; Fax: (613) 520-2532; Email: dean@sprrt.carleton.ca; Web site: <http://www.sprrt.carleton.ca>.

SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLDSCHOOL FOR INTERNATIONAL STUDIES
ASSISTANT PROFESSOR TENURE TRACK POSITIONS

Home of the influential *Human Security Report Project*, and of innovative graduate and undergraduate teaching programs, the new School for International Studies invites applications for two positions:

(1) from economists or economic historians with expertise in international development. The successful candidate will be expected to teach core courses in economic development together with courses in her/his specialist field. Candidates with expertise in a region of the developing world are especially encouraged to apply.

(2) from political scientists, sociologists, anthropologists or geographers with expertise in international development. The successful candidate will be expected to teach foundation courses in International Studies together with courses in her/his specialist field. Candidates will be expected to have expertise in regard to a region of the developing world.

Each is a full-time, tenure track position at the Assistant Professor level, starting in September 2009. Applicants should have a doctoral degree (or expect to complete in 2009), promise of excellence in research, and good teaching potential. Applications will be treated in confidence and should include a letter of application with a statement of interest and research and teaching ability, curriculum vitae, and a list of publications. Applicants should also provide the names, addresses and phone/fax/email of three referees. Applications will be reviewed beginning October 31, 2008, until the positions are filled.

All materials should be sent to: Dr. John Harris, Director, School for International Studies, Simon Fraser University, 515 West Hastings Street, Vancouver, BC V6B 5K3, Canada; Email: inst@sfu.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Under the authority of the University Act, personal information can be required by the University for academic appointment competitions will be collected. For further details see the collection notice at http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

Assistant or Associate Professor,
Material Culture and Curatorship

The Department of Human Ecology, University of Alberta, invites applications for a tenure track Assistant or Associate Professor position in the area of Material Culture and Curatorship.

The Department offers a BSc in Human Ecology with majors in Textiles and Clothing and Family Ecology, a combined BSc/Ed, thesis and course-based Masters degrees with specializations in Material Culture, Textiles and Clothing, Family Ecology and Practice, and Aging; and a PhD degree in Human Ecology. The Department is home to the Clothing and Textiles Collection, a teaching and research resource housed and exhibited in state-of-the-art facilities. The Collection comprises over 18,000 artifacts representing more than 250 years of history from Western and non-Western cultures. It has particular strengths in women's 19th and 20th century fashion, Canadian quilts, and Guatemalan and Indonesian textiles. The Department of Human Ecology is extending its research and programming in Material Culture with the newly established Material Culture Institute, an interdisciplinary initiative that unites scholars and stimulates research in the diverse fields that contribute to the study of Material Culture. For further information see <http://www.ales.ualberta.ca/hecol/>.

Key responsibilities of the position include:

- serving as Curator of the Clothing and Textiles Collection. The Curator will develop a long-term vision and a national and international research profile for the Collection. Specific responsibilities include promoting and facilitating use of the Collection for interdisciplinary research, teaching and public outreach; securing supplementary funding for Collection maintenance, enhancement and promotion; determining policies regarding Collection growth and mandate; acquisition of artifacts; and Collection inventory and documentation.
- establishing an independent object-based research program in material culture.

- teaching undergraduate and graduate courses including material culture and historic dress.
- supervising graduate students.
- Applicants must have:
- a PhD in human ecology, material culture studies, museum studies, history related to clothing and textiles, or other relevant area;
- a successful record of scholarship in material culture, curatorship and/or museum studies, or other specialized discipline relevant to the position;
- demonstrated ability curating in a museum or other collection, preferably dealing with clothing and textile artifacts;
- demonstrated excellence in university teaching and the ability to contribute to interdisciplinary educational and research programs; and
- a collaborative working style that is a good fit with the Department of Human Ecology.

The preferred start date for this position is July 1, 2009 but the competition will remain open until the position is filled. To apply, please submit a cover letter that addresses the requirements of the position and describes the focus of your scholarship, curriculum vitae, teaching dossier, sample publication and the names and contact information for three referees. Review of applications will commence December 1, 2008.

Interested applicants may apply to:

Deanna Williamson, Chair
Department of Human Ecology
Room 302E Human Ecology
University of Alberta
Edmonton, AB T6G 2N1
Email: deanna.williamson@ualberta.ca
Phone: 780-492-5770
Fax: 780-492-4821

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca

CAREERS CARRIÈRES

■ **BUSINESS** – Carleton University. The Spott School of Business invites applications for one full-time, tenure-track position in Finance at the level of Assistant Professor, effective July 1, 2009. The successful candidate will deliver undergraduate and graduate courses to a culturally diverse student body, supervise graduate students, and participate actively in the ongoing development of our Finance programs in a highly collegial environment. The candidates must possess a PhD or equivalent degree in Finance or in Business with a Finance emphasis and will be required to demonstrate the potential for creating a strong record of research publications, grants and productivity consistent with AACSB guidelines for a doctoral granting business school. Candidates should also be able to demonstrate capability of a strong and successful teaching and interest in application of research to business challenges. The Spott School of Business is committed to excellence in teaching and research (Best Overall Performance Award, AACSB 2008), and is in the process of obtaining AACSB Accreditation. The Spott Endowment Fund with a current market value of over \$28 million allows the School to engage in innovative program development and offer supplemental research support for faculty. The School offers Bachelor of Commerce with Honours, Bachelor of Management and Strategy with Honours, Masters in Business Administration, and PhD in Management degrees. More information on the Department can be obtained from the Web site, <http://www.spott.carleton.ca>, and more information on the University at the Faculty Recruitment and Support Web site, <http://www.carleton.ca/facultyrecruitment>. Subject to budgetary approval, salary and benefits are competitive and commensurate with qualifications. The search will close on October 15, 2008, or when the position has been filled. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, enhances quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost one million, is Canada's capital and reflects the country's bilingual and multicultural character. Carleton's location in the capital also provides many opportunities for research with groups and institutions that focus on private, public and not-for-profit sector management. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of all sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. Please send covering letter, curriculum vitae, record of teaching experience and research publications, and three letters of references separately to: Dr. Jerry Tomberlin, Dean, Spott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Tel: (613) 520-2500 ext. 8078; Fax: (613) 520-2523; Email: dean@spott.carleton.ca; Web site: <http://www.spott.carleton.ca>.

■ **BUSINESS** – Carleton University. The Spott School of Business invites applications for an Assistant Professor (tenure-track) position in Operations Management, effective July 1, 2009. The successful candidate will deliver undergraduate and graduate courses to a culturally diverse student body, supervise graduate students, maintain an active research program, and participate actively in the ongoing development of our Operations Management/Management Science program in a highly collegial environment. The candidate must possess a PhD in Operations Management or Management Science, or equivalent, and have a strong record of research publications, grants and productivity consistent with AACSB guidelines for a doctoral granting business school. Candidates should also have a record of strong and successful teaching and evidence of research with business and industry. Candidates whose degrees and/or academic experience are predominantly from non-business departments should clearly explain how they would fit within a business school environment. Most of the position's teaching will involve the core undergraduate courses in Operations Management (BUSI 3300) and/or Management Science (BUSI 2300), but there will also be opportunities to teach elective courses, as well as in the MBA, PhD, and Professional programs. The Spott School of Business is committed to excellence in teaching and research (Best Overall Performance Award, AACSB 2008), and is in the process of obtaining AACSB Accreditation. The Spott Endowment Fund with a current market value of over \$28 million allows the School to engage in innovative program development and offer supplemental research support for faculty. The School offers Bachelor of Commerce with Honours, Bachelor of International Business with Honours, Masters in Business Administration, and PhD in Management degrees. More information on the Department can be obtained from the Web site, <http://www.spott.carleton.ca>, and more information on the University at the Faculty Recruitment and Support Web site, <http://www.carleton.ca/facultyrecruitment>. Subject to budgetary approval, salary and benefits are competitive and commensurate with qualifications. The search will close on October 15, 2008, or when the position has been filled. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, enhances quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost one million, is Canada's capital and reflects the country's bilingual and multicultural character. Carleton's location in the capital also provides many opportunities for research with groups and institutions that focus on private, public and not-for-profit sector management. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would

contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of all sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. Please send covering letter, curriculum vitae, record of teaching experience and research publications, and three letters of references separately to: Dr. Jerry Tomberlin, Dean, Spott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Tel: (613) 520-2500 ext. 8078; Fax: (613) 520-2523; Email: dean@spott.carleton.ca; Web site: <http://www.spott.carleton.ca>.

■ **BUSINESS** – University of Windsor. The University of Windsor, Odette School of Business invites applications for a two-year limited-term faculty position in the area of Business Communications commencing January 1, 2009 at the rank of Assistant Professor or Lecturer. The preferred candidate for this limited-term appointment in Business Communications will have a PhD in business communications or the equivalent. The committee will consider candidates with a minimum academic qualification of a Master's degree in a related field, preferably an MBA, and several years' experience in the communications field at the senior professional level. For detailed information and descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 403 Sunset Ave., Windsor, Ontario, N9B 3P4; Tel: (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; Email: aconway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orlikoff, Director, Faculty Recruitment, at (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; Email: aconway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orlikoff, Director, Faculty Recruitment, at (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; Email: aconway@uwindsor.ca.

■ **BUSINESS** – University of Windsor. The University of Windsor, Odette School of Business invites applications for a three-year limited-term faculty position in the area of Business Ethics commencing July 1, 2009 at the rank of Lecturer or Assistant Professor. The preferred candidate for this limited-term appointment in Business Ethics will hold a PhD in Business with a specialization/concentration in Business Ethics. For detailed information and descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 403 Sunset Ave., Windsor, Ontario, N9B 3P4; Tel: (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; Email: aconway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orlikoff, Director, Faculty Recruitment, at (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; Email: aconway@uwindsor.ca.

■ **BUSINESS** – University of Windsor. The University of Windsor, Odette School of Business invites applications for a two-year limited-term faculty position in the area of Business Ethics commencing July 1, 2009 at the rank of Lecturer or Assistant Professor. The preferred candidate for this limited-term appointment in Business Ethics will hold a PhD in Business with a specialization/concentration in Business Ethics. For detailed information and descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 403 Sunset Ave., Windsor, Ontario, N9B 3P4; Tel: (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; Email: aconway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orlikoff, Director, Faculty Recruitment, at (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; Email: aconway@uwindsor.ca.

■ **BUSINESS (ACCOUNTING)** – Carleton University. The Spott School of Business invites applications for a position in Accounting at the level of Assistant Professor effective July 1, 2009. The successful candidate will deliver undergraduate and graduate courses to a culturally diverse student body, supervise graduate students, maintain an active research program, and participate actively in the ongoing development of our Accounting programs in a highly collegial environment. The candidate must possess a PhD in Accounting, and have a strong record of research publications, grants and productivity consistent with AACSB guidelines for a doctoral granting business school. Candidates should also have a record of strong and successful teaching and evidence of research with business and industry. Preference will be given to those with interest areas in Financial Accounting and/or Assurance. The Spott School of Business is committed to excellence in teaching and research (Best Overall Performance Award, AACSB 2008), and is in the process of obtaining AACSB Accreditation. The Spott Endowment Fund with a current market value of over \$28 million allows the School to engage in innovative program development and offer supplemental research support for faculty. The School offers Bachelor of Commerce with Honours, Bachelor of International Business with Honours, Masters in Business Administration, and PhD in Management degrees. More information on the Department can be obtained from the Web site, <http://www.spott.carleton.ca>, and more information on the University at the Faculty Recruitment and Support Web site, <http://www.carleton.ca/facultyrecruitment>. Subject to budgetary approval, salary and benefits are competitive and commensurate with qualifications. The competition will close October 15, 2008.

or when the position has been filled. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, enhances quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost one million, is Canada's capital and reflects the country's bilingual and multicultural character. Carleton's location in the capital also provides many opportunities for research with groups and institutions that focus on private, public and not-for-profit sector management. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would

contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of all sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. Please send covering letter, curriculum vitae, record of teaching experience and research publications, and three letters of references separately to: Dr. Jerry Tomberlin, Dean, Spott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Tel: (613) 520-2500 ext. 8078; Fax: (613) 520-2523; Email: dean@spott.carleton.ca; Web site: <http://www.spott.carleton.ca>.

ing experience and effectiveness, and three letters of references separately to: Dr. Jerry Tomberlin, Dean, Spott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Tel: (613) 520-2500 ext. 8078; Fax: (613) 520-2523; Email: dean@spott.carleton.ca; Web site: <http://www.spott.carleton.ca>.

■ **BUSINESS (INTERNATIONAL BUSINESS)** – Carleton University. The Spott School of Business invites applications for one full-time, tenure-track position in International Business at the level of Assistant Professor, effective July 1, 2009. The successful candidate will deliver undergraduate and gradu-

ate courses to a culturally diverse student body, supervise graduate students, maintain an active research program, and participate actively in the ongoing development of our International Business programs in a highly collegial environment. The candidates must possess a PhD or equivalent degree in International Business or in Business with an International Business emphasis and have a strong record of research publications, grants and productivity consistent with AACSB guidelines for a doctoral granting business school. Candidates should also have a record of strong and successful teaching and evidence of liaison with business and industry.



FACULTY OF www.careers.ualberta.ca

ARTS

Positions in the Faculty of Arts

We are seeking leaders and innovators to join our team of dynamic teachers and researchers. The Faculty of Arts is the oldest and most diverse faculty on campus, hosting one of the largest research and teaching centres in western Canada (www.arts.ualberta.ca). With over 350 faculty members in 14 departments in the areas of Fine Arts, Humanities, and Social Sciences, in addition to the Women's Studies Program and the Office of Interdisciplinary Studies, the Faculty serves approximately 6,000 undergraduate and 900 graduate students. The Faculty provides a variety of opportunities for research funding including the UoA's newly established \$1.5 million Kilam Research fund which supports research, scholarship, and creative activities in the humanities, social sciences, and fine arts. The Faculty has also recently helped establish interdisciplinary units such as the China Institute, the Canadian Literature Centre/Centre de littérature canadienne, the Institute for United States Policy Studies, and the Prince Takamado Japan Centre for Teaching and Research.

Recognised nationally and internationally for educational and research preeminence, the University is located in Edmonton, the cultural centre and fast growing capital of the province of Alberta. Established in 1908 as a board-governed, public institution,

the University of Alberta has earned the reputation of being one of the best universities in Canada based on its strengths in research, teaching, and services. The University of Alberta serves over 36,000 students in more than 200 undergraduate programs and 170 graduate programs (www.ualberta.ca). A research-intensive, medical-doctoral, multi-campus institution, the University of Alberta offers a full range of academic and professional programs and has designated 26 areas of established and emerging research excellence.

Edmonton, Alberta is a vibrant city, offering excellent quality of life: a beautiful, park-like setting on a spectacular river valley; a clean, safe, and livable environment; and a well established arts community (www.movedtoedmonton.com).

The Faculty of Arts at the University of Alberta invites applications for the following positions, all of which are tenure track, except in the case of more senior positions. All appointments will commence July 1, 2009.

For further information on these career opportunities and instructions on how to apply, please visit: <http://www.careers.ualberta.ca> and select Academic Staff Positions.

Art and Design

Assistant Professor, entry-level in History of Art, Design and Visual Culture, specializing in Contemporary Art & Theory. Closing Date: December 1, 2008.

<http://www.ualberta.ca/ARTDESIGN>

Drama

Assistant Professor, entry-level in Intercultural Theatre and Performance Studies, specializing in one or more of: Aboriginal/First Nations, African, Asian, South Asian, Latin American Theatre. Closing Date: October 20, 2008. www.ualberta.ca/drama

East Asian Studies

Faculty Lecturer in Japanese. Five-year renewable academic appointment. Closing Date: October 1, 2008.

Faculty Lecturer in Chinese. Five-year renewable academic appointment. Closing Date: October 31, 2008.

<http://www.arts.ualberta.ca/~eastasia/>

Economics

Assistant Professor, entry-level in Public Economics. Closing Date: November 28, 2008.

<http://www.uofaweb.ualberta.ca/economics>

English and Film Studies

Assistant or Associate Professor in Aboriginal Literatures. Closing Date: November 10, 2008.

Assistant Professor, entry-level in New Englishes. Closing Date: November 10, 2008.

<http://www.humanities.ualberta.ca/English/>

History and Classics

Assistant Professor, entry-level in United States history in any area prior to 1900. Closing Date: October 15, 2008.

Assistant Professor, entry-level in Latin American History with research emphasis on the colonial period preferred. Closing Date: October 15, 2008.

<http://www.uofaweb.ualberta.ca/historyandclassics/>

Music

Assistant Professor in composition with experience in both acoustic and electronic mediums. Closing Date: October 15, 2008.

www.music.ualberta.ca

Philosophy

Assistant or Associate Professor with specialization in Ethics. At most one position will be filled at the Associate Professor level. Closing Date: November 1, 2008.

Assistant or Associate Professor with specialization Open. At most one position will be filled at the Associate Professor level. Closing Date: November 1, 2008.

<http://www.uofaweb.ualberta.ca/philosophy/>

Philosophy/Religious Studies

Assistant Professor in South Asian Philosophy and Religious Thought. Joint appointment with the Department of Philosophy and the Interdisciplinary Programme of Religious Studies. Closing Date: November 1, 2008.

<http://www.ois.ualberta.ca/relig.cfm>

Political Science

Assistant Professor, entry-level in International Relations with a research focus on gender and international relations and expertise in peace and post-conflict studies. Closing Date: October 10, 2008.

Assistant Professor, entry-level in Political Theory with a research focus on contemporary political theory. Closing Date: October 10, 2008.

<http://www.uofaweb.ualberta.ca/polisci/>

Psychology

Assistant Professor, entry-level in Developmental Science with expertise in quantitative research methodology, including modeling of time-structured data. Closing Date: November 1, 2008.

Faculty Lecturer position. Five-year renewable academic appointment. Closing Date: December 1, 2008.

<http://www.psych.ualberta.ca/opportunities/academicpos.html>

Science, Technology and Society

Assistant Professor, entry-level in the social study of science and/or technology. Joint appointment with the Science, Technology and Society Program and one of the Departments of Anthropology, Political Science, or Sociology, to be determined. Closing Date: October 1, 2008.

<http://www.ois.ualberta.ca/sts.cfm>

Sociology

Assistant Professor, entry-level in Social Theory, with strengths in classical sociological theory, contemporary sociological theory, or social and political thought. Closing Date: October 6, 2008.

Executive Director, Population Research Laboratory: tenured position at the rank of Associate or (junior level) Full Professor. Closing Date: December 5, 2008, or until position filled. <http://www.uofaweb.ualberta.ca/sociology>

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

Educational Developer Centre for Teaching and Learning

The Centre for Teaching and Learning (CTL) at Queen's University is seeking an Educational Developer. The mission of the CTL is to enhance the quality of learning and teaching within the University. Educational developers in the CTL are responsible for planning, implementing and evaluating programs and services to support the educational development needs of all who teach across the university. Responsibilities include consultations on a wide range of teaching and learning issues with individuals, departments and groups, coordination and delivery of centralized and discipline-specific programs, production of educational development resources, and promotion and implementation of the scholarship of teaching and learning. It is anticipated that the appointee's academic responsibility profile will include 80% teaching and service and 20% research and scholarship.

The successful candidate will have demonstrated expertise in teaching, experience in educational development, and a strong knowledge of current practices and trends in the field. The successful candidate will also have or be close to completing a doctoral degree. Excellent organizational, interpersonal, and oral and written communication skills are essential, as is the ability to work as part of a team. Subject to budgetary approval, the appointee will hold a tenure-track appointment as an Educational Developer at the rank of Assistant Professor in the CTL with the possibility of a formal link to an academic unit appropriate to his/her academic specialization.

Queen's University enjoys a reputation for educational and scholarly excellence, and offers a climate that encourages the development of teaching. The CTL was established in 1992. Its profile may be seen at www.queensu.ca/ctl/. Our approach is scholarly, collaborative, responsive, and pragmatic.

The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at www.qufa.ca.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

Candidates should send a curriculum vitae and professional dossier, and arrange for three letters of reference to be sent directly to: **Dr. Joy Kitchin, Professor and Director, Centre for Teaching and Learning, Queen's University, Kingston, ON K7L 3N6**; Email: directorctl@queensu.ca

Review of applications will begin on **October 1, 2008**. Subject to negotiation, the appointment will ideally commence on **January 1, 2009**.



QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

www.queensu.ca

Assistant Professor Health Care Ethics Faculty of Medicine

The Division of Community Health and Humanities in the Faculty of Medicine is recruiting for a tenure track position in Health Care Ethics at the level of Assistant Professor. The position will commence as of January, 2009.

The incumbent's responsibilities will include teaching and related activities in the ethics-humans under-graduate, graduate, and post-graduate programs, and providing clinical ethics support for Eastern Health, one of the province's four provincial health authorities. The successful candidate will have an active program of research.

A PhD in a relevant field is required. Preference will be given to candidates with post-graduate training and clinical ethics experience in a medical or hospital setting. A cross appointment with a relevant department in the Faculty of Arts is possible.

The deadline for applications is **October 15, 2008**.

Interested candidates are asked to forward a curriculum vitae, a cover letter in which they describe their interest in and qualifications for this position (two pages maximum), and a sample of their written work to the address below. Candidates who are short-listed for the position will be asked to provide letters of reference at a later date. Please state reference number VPA MED1 2008-002 in your application package.

Associate Dean

Faculty of Medicine, Division of Community Health and Humanities
Memorial University, Health Sciences Centre
St. John's, Newfoundland and Labrador, A1B 3X6

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.



Preference will be given to those with interest areas in one or more of the following: internationalization and international experience, international management, global competitiveness, modes of entry, or other fields matching the school's course offerings in International Business (http://sport.queensu.ca/academic_programs/ib.html). The Sport School of Business is committed to excellence in teaching and research (Best Overall Performance Award, AACSB 2008), and is in the process of obtaining AACSB Accreditation. The Sport Endowment Fund with a current market value of over \$28 million allows the School to engage in innovative program development and offer supplemental research support for faculty. The School offers Bachelor of Commerce with Honours, Bachelor of International Business with Honours, Master in Business Administration, and PhD in Management degrees. More information on the Department can be obtained from the Web site, <http://sport.queensu.ca>, and more information on the University at the Faculty Recruitment and Support Web site www.queensu.ca/faculty_recruitment. Subject to budgetary approval, salary and benefits are competitive and commensurate with qualifications. The search will close on October 15, 2008, or when the position has been filled. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, BC Canada 225 7MB, the Gatineau Hills, enhances quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost one million, is Canada's capital and reflects the country's bilingual and multicultural character. Carleton's location in the capital also provides many opportunities for research with groups and institutions that focus on private, public and not-for-profit management. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. Please send curriculum vitae, curriculum vitae, record of teaching experience and effectiveness, and three letters of references separately to: Dr. Jerry Tomlinson, Dean, Sport School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Tel: (613) 520-7600 ext. 8078; Fax: (613) 520-2532; E-mail: dean@sport.carleton.ca; Web site: <http://www.sport.carleton.ca>

■ **BUSINESS ADMINISTRATION** — University College of the Fraser Valley, The Department of Business Administration has over 500 students currently enrolled in degree, diploma

and certificate programs. The department focuses on helping students achieve their goals while maintaining consistently high academic standards. The department is committed to excellence in teaching, innovative programming, and developing local, national, and international partnerships. Visit <http://www.uccv.ca/business> for information about UCCV's Business Administration department. The Department invites applications for a full-time multidisciplinary faculty position commencing July 1, 2008 or January 2009. The successful candidate will teach a broad range of upper and lower level courses in a number of discipline areas. Preference will be given to candidates with strong quantitative skills. The ideal candidate will possess both the desire and the potential to further develop business programs within their areas of specialization. PhD in relevant discipline required with a strong commitment to scholarly research. Candidates must provide evidence of teaching excellence in an accredited post secondary institution. Preference will be given to candidates with related industry experience. Candidates are strongly advised to submit letters of reference by the closing date. The Selection Advisory Committee will begin reviewing applications on July 15, 2008, however the position will remain open until filled. Direct curriculum vitae or resume including evidence of appropriate references to: POSTING 2008 53 to: Employee Services, University College of the Fraser Valley, 33644 King Street, Burnaby, BC Canada V2S 7M6; Tel: (604) 854-4554; Fax: (604) 854-1538; Email resumes to erl@uccv.ca; Website: www.uccv.ca. If qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UCCV will contact only candidates receiving an interview. We thank all applicants for considering UCCV for employment. UCCV is committed to the principle of equity in employment.

■ **BUSINESS ETHICS** — University of Calgary. The University of Calgary invites applications for a Chair in Business Ethics. This is an externally funded chair, based in the Department of Philosophy. The appointment will be for a three year term at the rank of Assistant Professor. The candidates are expected to have a PhD in philosophy with training in ethics and research interests in business ethics broadly defined (for example, issues of economic justice, corporate social responsibility, and environmental concerns). The Chair will provide a focus for integration of research and teaching in ethics with broader issues of public policy and ethical concerns of the private sector. Teaching duties include undergraduate and graduate instruction as well as graduate supervision. Complete dossiers, including a curriculum vitae, a recent sample of writing, and evidence of teaching effectiveness may be sent to: Dr. Rowland Smith, Dean, Faculty of Humanities, University of Calgary, 2500 University Drive NW, Calgary, Alberta, T2N 1N4; (403) 220-5044. Applicants should ensure that three

confidential letters of reference are sent directly to the Dean. The Selection Committee will begin to assess applications after November 21, 2008. Applications will be accepted until the position is filled. Information about the Department of Philosophy, and the Faculty of Humanities is available on the internet at www.ph.ualgary.ca, and www.ph.ualgary.ca/humanities respectively. Specific inquiries about this position may be directed to: Dr. Al Kozmin, Head, Department of Philosophy, akozmin@ualgary.ca, (403) 220-5535. All qualified candidates will be given priority. The University of Calgary respects, appreciates, and encourages diversity.

■ **BUSINESS ETHICS** — Saint Mary's University. The Sobey School of Business at Saint Mary's University invites applications for a tenure-track position in Business Ethics at the Assistant Professor level. The position will begin on July 1, 2009 or as soon thereafter as possible. The ideal candidate's primary teaching and research expertise will be in business ethics, with a secondary competency in organizational behavior, human resource management and/or business law/strategic management. Candidates are expected to have completed, or be near completion of a PhD, in one of these or related areas, must have strong methodological/analytical skills, and show potential for research productivity and teaching excellence. The successful applicant will be able to teach at both the undergraduate and graduate levels in addition to conducting and supervising research that contributes to the School's MBA and PhD programs. The Sobey School of Business at Saint Mary's University is a balanced teaching/research institution. It has the largest business program in the Atlantic region and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. It is located in the heart of the city of Halifax, Nova Scotia, a vibrant, urban community of over 350,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and Department, please see our website at <http://www.sobey.smu.ca>. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Applicants should furnish an up-to-date curriculum vitae, a letter describing teaching and research competence in business ethics, and the names/contact information of three referees to: Dr. Russell Summers, Chairperson, Department of Management Selection Committee, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3. Telephone: (902) 420-5774. Fax: (902) 420-5219. Review of the applications begins November 28, 2008 and will continue until the position has been filled.

Tenure-Track Position Experimental Particle Astrophysics

Applications are invited for a tenure-track position in the Department of Physics, Engineering Physics and Astronomy at the rank of Assistant or Associate Professor. The preferred starting date is July 1, 2009. The appointee will be an outstanding scientist who will establish an excellent research program in experimental particle astrophysics, and who will also be expected to provide first-rate instruction, to be active in graduate student supervision, and to participate in administrative duties. The salary offered will be commensurate with qualifications and experience.

Queen's is the lead institution and has responsibility for the Sudbury Neutrino Observatory (SNO; see sno.phy.queensu.ca), a major Canadian project in particle astrophysics. We intend to maintain our leadership role in this field through the development of new experiments that explore questions at the intersection between particle physics and astrophysics/cosmology, and that will be sited in SNOLAB, the new international underground facility for particle physics experiments that is nearing completion. Currently, faculty members in the particle astrophysics group are participating in SNO and SNO+ (the successor to SNO studying double beta decay and neutrinos from astrophysical and terrestrial sources), and the PICASSO, DEAP/CLEAN and CDMS dark matter experiments. There are close interactions with Queen's faculty conducting research in observational astronomy, astrophysics and theoretical cosmology.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal People, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's are governed by a collective agreement between Queen's University Faculty Association (QUFA) and the University, which is posted at <http://www.queensu.ca/qufa>. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and arrange to have at least three letters of recommendation sent to: **Dr. Marc Dignan, Acting Head, Dept of Physics, Engineering Physics & Astronomy, Queen's University, Kingston, Ontario, Canada, K7L 3N6**. Phone: (613) 533-2706, Fax: (613) 533-6967. E-mail: head@physics.queensu.ca. The first review of applications will begin on **15 November 2008** and will continue thereafter until a successful candidate is found.



QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

www.queensu.ca

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www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Since its founding in 1959, York University has continued to grow, to innovate, and to evolve. Committed to a superior student experience, the University has an international reputation for excellence in research, teaching and practice in innovative undergraduate, graduate and professional programs. In addition to the new Faculty of Health, York University delivers programs through to other faculties. The University has 22 research centres and institutes.

The Faculty of Health is responding to the growing need for innovative, interdisciplinary education and research on health, bringing together the Schools of Kinesiology and Health Science, Health Policy and Management, and Nursing, and the Department of Psychology in an integrated, holistic community. It brings together a range of disciplinary perspectives on health from the sciences, social sciences, nursing, management and administration, humanities, and informatics. Students and researchers in the Faculty of Health engage in a wide scope of inquiry in the study of health, ranging from experimental and epidemiological techniques to clinical case studies, policy analyses and a variety of phenomenological and critical methods.

Research emerging from the Faculty focuses not only on hospitals and clinics, but also on local and global communities, urban and rural social conditions, and the interactions between the economic environment and health. It includes a broad spectrum of both basic and applied research. The goal is to break down barriers and provide genuine leadership in responding to the changing definition and needs of health in Canada and internationally.

The following opportunities within the Faculty of Health will commence **July 1, 2009**, subject to final budgetary approval. Salaries will be commensurate with qualifications. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3**. The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies.

Faculty of Health

TENURE-TRACK APPOINTMENTS

SCHOOL OF HEALTH POLICY AND MANAGEMENT

The School of Health Policy and Management offers three Bachelor of Health Studies Honours program majors – Health Management, Health Informatics and Health Policy. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector. The program equips graduates with critical knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health-care field. More information on the School and its programs is available at www.yorku.ca/SHPM

York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. To address the ever more complex and challenging issues facing both scholars and policy makers, the University sustains high-quality empirical research informed by a diverse range of theory and methods. These appointments will build upon and expand the University's strengths and prominence in the area of Health Analytics and Health Informatics. In addition to these appointments, an appointment will be made in the Faculty of Science and Engineering in the area of Applied Mathematical Biology. The successful candidate will be expected to participate in this growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area.

Health Systems Research Methods

Applications are invited for a tenure-track appointment in Health Systems Research Methods at the Assistant Professor level. Applicants should specialize in the areas of Quantitative Research Methods in the health or social sciences with a focus on health applications. Candidates will be required to teach in the BHS honours program, and the MA and PhD programs in Health (Health Informatics and Decision Making, Health Policy and Equity), and Critical Disability Studies, and demonstrate sensitivity to the disciplinary perspectives of these programs. Experience in research design, program evaluation and the analysis of large databases would be an asset. Candidates must have a PhD or equivalent in the Social Sciences or a related field with a strong Health focus. Candidates should show excellence or promise of excellence in teaching and in scholarly research. The successful

candidate will play a pivotal role in health system evaluation through the Local Health Integration Units, and be expected to fully participate in a highly productive and collegial academic community. Successful experience in teaching in relevant health-related fields is preferable. The deadline for receipt of completed applications is **November 30, 2008**.

Health Informatics

Applications are invited for a tenure-track appointment in Health Informatics at the Assistant Professor level. Applicants should specialize in the areas of Health Informatics or Information Technology with a focus on health applications. Expertise in health information management, e-health, health indicators and performance measurement would be an asset. Candidates must have a PhD or equivalent in either Health Informatics or a related field with a strong Health Informatics focus. Candidates should show excellence or promise of excellence in teaching and in scholarly research. The position will involve graduate teaching and supervision, in addition to undergraduate teaching. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferable. The successful candidate will play a pivotal role in the further development of the Health Informatics curriculum, and be expected to fully participate in a highly productive and collegial academic community. Successful experience in teaching in relevant health-related fields is preferable. The deadline for receipt of completed applications is **November 15, 2008**.

A letter of application, indicating which position you are applying for, with an up-to-date curriculum vitae, a statement of research and teaching interests, one or more published works, three letters of reference and teaching evaluations should be sent to: **Professor Mary Wiktorowicz, Chair, School of Health Policy and Management, Room 425 HNE5, Fax: 416.736.5227. E-mail: mwiktor@yorku.ca.**

DEPARTMENT OF PSYCHOLOGY

Clinical Neuroscience of Vision

The Department of Psychology (www.yorku.ca/psychology) invites applications for a full-time, tenure-track appointment in Clinical Neuroscience of Vision at the Assistant Professor level. The successful candidate will have a PhD in a relevant

field. Applicants should have an ongoing program of research and specialize in clinical neuroscience of vision. Research methodologies may include psychophysics, evoked potentials, brain imaging, and computational modelling to investigate normal and clinical populations. Interdisciplinary scientists combining multiple approaches are particularly encouraged to apply. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The position will involve graduate teaching and supervision as well as research and undergraduate teaching. York University has large and expanding research programs in cognitive neuroscience. Candidates will be eligible for membership in the Centre for Vision Research at York (cvr.yorku.ca), one of the major vision research groups in North America.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent by **November 15, 2008**, to: **Chair, Department of Psychology Search Committee, Faculty of Health, Room 296 B5B, Fax: 416.736.5814**. Inquiries may be made to psych@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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■ CANADIAN STUDIES (QUÉBEC STUDIES)

— **Corleton University** Carleton University's School of Canadian Studies invites applications for a tenure-track position at the rank of Assistant Professor beginning July 1, 2009. The oldest institution of its kind in Canada, the School is committed to providing a rigorous, critical, and informed context for innovative and timely research on important Canadian issues. Our vibrant interdisciplinary provides a unique environment for the development of socially and culturally relevant projects for both faculty and students. The successful candidate's general field of expertise will be Québec Studies with research interests in identity, memory, space and place. Applicants must be committed to interdisciplinary teaching and research. The successful candidate will be expected to teach a range of courses, from our large first-year introductory class and second-year critical national course to graduate seminars in interdisciplinary theories and methods. She or he will be expected to supervise graduate students in a broad spectrum of related areas, and develop a program of research to advance the discipline of Canadian Studies through excellent peer-reviewed publications. While courses at the School of Canadian Studies are taught in English, the successful candidate must have the ability to work in English and French. Applicants must have a PhD in

hand or near completion, a strong commitment to scholarship reflected in publications, an active research profile and demonstrated excellence in teaching. Complete applications, including curriculum vitae, writing sample and teaching dossier should be sent to Dr. André Lussier, Director, School of Canadian Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Applicants should also arrange for three letters of reference to be sent separately. Initial screening of applications will begin on October 1, 2008, and continue until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be considered first. We welcome those who would contribute to the further diversification of our faculty and scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. The position is subject to budgetary approval.

■ **CARBOXYLACID PHYSIOLOGY** — York University York University's Department of Biology, Faculty of Science and Engineering, invites applications for a tenure-track position at the rank of Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

■ **CHEMICAL AND BIOLOGICAL ENGINEERING** — University of Western Ontario The Department of Chemical and Biological Engineering (http://www.uwo.ca/chemeng) has an open position in the area of Process Control and Statistical Process Analysis at

the Assistant Professor (probationary tenure track) rank. The Department of Chemical and Biological Engineering is one of four departments in Western Engineering (http://www.eng.uwo.ca). Situated in picturesque London, Ontario, a city with a population of approximately 348,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excellence in research intensive university. Embracing this mission, Western Engineering is committed to hiring in areas of identified priority. Our strategy is to offer a mid-sized undergraduate program where students receive more customized education, and to develop our graduate programs aiming to broad achieve international stature. We seek energetic and dynamic candidates who will be able to positively contribute to both teaching and research efforts of our Department. The successful candidate will have a PhD degree in Chemical Engineering in the area of process control and/or statistical process analysis and will have demonstrated an outstanding record of research and publication. The successful candidate will be expected to maintain an ongoing vigorous research program in at least one of the four (Biomaterials & Biochemical Engineering, Environmental & Green Engineering, Reaction & Process Systems Engineering, and Particle Technology & Fluidization) identified research initiatives of the department, collaborate with existing faculty, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. The candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University. Commitment to eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Those applying for this position should forward curriculum vitae and the names and addresses of three referees to: Dr. S. Robani, Chair, Department of Chemical and Biological Engineering, University of Western Ontario, London, Ontario, Canada N6A 5B9. We also welcome e-mail inquiries and submissions at: rohani@eng.uwo.ca. Application end date is December 31, 2008 or until such time after December 31, 2008 that the position is filled. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

■ **CHEMISTRY** — University of New Brunswick, Fredericton The University of New Brunswick, Department of Chemistry, Fredericton invites applications for a continuing (tenure track) position at the Assistant Professor level to commence July 1, 2009 or soon thereafter. In particular, the Department of Chemistry is looking for applications in the areas of analytical or synthetic chemistry, preference will be given to applicants whose research interests are related to the strategic research plan of the Department, namely in the areas of biological or pharmaceutical chemistry or materials science. However, strong candidates in other disciplines will be given serious consideration. Qualifications required include a PhD and postdoctoral experience. Demonstrated excellence in research and excellent potential for teaching at the undergraduate and graduate levels are required. Candidates should submit a curriculum vitae, a list of publications, a research proposal which MUST be prepared in NSERC SOL format (www.nserc.ca), and a statement of teaching philosophy to: Dr. Alan Adam, Chair, Department of Chemistry, University of New Brunswick, 30 Dassen Dr., Fredericton, NB E3B 6E2. E-mail: chemchair@unb.ca; Fax: (506) 453-4981; http://www.unb.ca/fredericton/science/chemistry/. Applicants should arrange for three (3) letters of reference to be sent directly to the Chair. Review of the applications will begin after November 15, 2008. All qualified candidates are encouraged to apply however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. This position is subject to budgetary approval.

■ **CIVIL & ENVIRONMENTAL ENGINEERING** — University of Waterloo The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for several tenure-track and tenured faculty positions in all areas of civil, environmental and geological engineering, to support undergraduate teaching and interdisciplinary research focused on engineering for sustainable development. We are particularly interested in candidates with strong backgrounds in computational modeling, statistical risk evaluation and assessment of large scale systems for sustainability to complement the department's strength in traditional areas of geomechanics, structures/mechanics/construction, transportation, water resources and environment. Reference will be given to candidates in the following priority areas identified in the course of the department's planning process: (1) Civil Infrastructure management, financing and public policy, with preferred expertise in areas such as life-cycle environmental impact and cost analyses, risk-based quantitative policy analyses, multi-purpose infrastructure asset valuation and alternative governance mechanisms for delivery of infrastructure services. (2) Transport, environment and sustainability, with experience in designing environmentally sustainable transport systems. Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political/institutional dimensions. (3) Regional-scale modeling and/or management, with a focus on the environment and topics or issues such as hydrology, climate change, air quality, impact of land use change and sustainable growth. Strong quantitative skills and a demonstrated record of interdisciplinary cooperative activity are necessary. Expertise in spatial analysis, regional-scale modeling and/or informatics (with a focus on applications in civil and environmental engineering) is required. Ability to teach GIS at the undergraduate level is essential. (4)

September 2008 to: Dr. Cody Poulton, Chair, Department of Civil and Environmental Engineering, University of Waterloo, PO Box 3045, STN CSC, Victoria, BC V8W 3P4, Canada; Phone: (250) 721-8707; Fax: (250) 721-7219; E-mail: vpoulton@uvic.ca; Website: www.uvic.ca/pacific/asia. In addition, three academic referees should be asked to send letters to the above addresses to arrive no later than 15 September 2008. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and who can contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **CIVIL & ENVIRONMENTAL ENGINEERING** — University of Waterloo The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for several tenure-track and tenured faculty positions in all areas of civil, environmental and geological engineering, to support undergraduate teaching and interdisciplinary research focused on engineering for sustainable development. We are particularly interested in candidates with strong backgrounds in computational modeling, statistical risk evaluation and assessment of large scale systems for sustainability to complement the department's strength in traditional areas of geomechanics, structures/mechanics/construction, transportation, water resources and environment. Reference will be given to candidates in the following priority areas identified in the course of the department's planning process: (1) Civil Infrastructure management, financing and public policy, with preferred expertise in areas such as life-cycle environmental impact and cost analyses, risk-based quantitative policy analyses, multi-purpose infrastructure asset valuation and alternative governance mechanisms for delivery of infrastructure services. (2) Transport, environment and sustainability, with experience in designing environmentally sustainable transport systems. Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political/institutional dimensions. (3) Regional-scale modeling and/or management, with a focus on the environment and topics or issues such as hydrology, climate change, air quality, impact of land use change and sustainable growth. Strong quantitative skills and a demonstrated record of interdisciplinary cooperative activity are necessary. Expertise in spatial analysis, regional-scale modeling and/or informatics (with a focus on applications in civil and environmental engineering) is required. Ability to teach GIS at the undergraduate level is essential. (4)

Building physics, with required expertise in heat, air and mass transfer in buildings, building parts and materials, including the durability, health and energy performance of buildings. Expertise in global energy issues and life-cycle optimization for low energy consumption and pollution is an asset. The individual selected will be expected to contribute to teaching core undergraduate engineering science, and senior level courses in building physics, and to pursue collaborative research with the School of Architecture at the University of Waterloo. Applicants should have or expect to receive a PhD in civil engineering or a closely related field and have a strong commitment to teaching and research. Successful candidates for these positions will be required to become licensed professional engineers in the Province of Ontario irrespective of their educational background. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and FAX numbers of at least three references. Applicants are requested to provide a statement explaining how their research interests relate to the four targeted areas. Mail to: Professor Neil Thomson, Chair (Interim), Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until positions are filled.

■ **CLASSICAL STUDIES** — Saint Mary's University The Department of Classics at the University of Toronto is soliciting applications for a tenure-stream position at the rank of Assistant Professor, to be filled by a specialist in Latin poetry with expertise in republican Latin literature and/or Roman drama. The successful applicant will have demonstrated potential for excellence in research and teaching, and will be expected to contribute to a growing and research-intensive doctoral programme and to a thriving undergraduate programme in Latin, Greek, and Classical Civilization; on ability to teach Latin and Greek literature at all levels is required. The department welcomes a wide range of methods and innovative approaches to the study of literature and is particularly interested in candidates who combine a thorough training in Classics with an interest in other disciplines in the humanities or social sciences. The Department of Classics cooperates closely with the graduate Drama Centre, the Centre for Comparative Literature, the Centre for Medieval Studies, the Women and Gender Studies Institute, and the Departments of Art, Near and Middle Eastern Civilizations, and Philosophy, among others. The appointment will

Athabasca University

Specializing in distance and online education, Athabasca University offers university education to approximately 37,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position:

Assistant Professor, Cultural Anthropology,
Centre for Work and Community Studies
and Centre for Integrated Studies

We seek an anthropologist with expertise in sociocultural and linguistic anthropology to teach in the undergraduate anthropology program and the graduate Master of Arts Integrated Studies Program. The position will be equally distributed between the undergraduate anthropology program and the Masters program, which has an explicit interdisciplinary focus. The successful candidate must have a PhD (or near completion) and should demonstrate an ability to teach a range of undergraduate courses and graduate courses in the fields of sociocultural and linguistic anthropology, as well as to supervise course development in anthropology and integrated studies. Experience in distance or adult education is an asset, and the candidate must have the ability to work with adult students from a variety of disciplinary backgrounds. As Athabasca University is a distance learning university, the candidate must be effective in a networked environment and be comfortable with electronic communication. Each candidate should provide evidence of a record of effective undergraduate teaching and, if applicable, graduate teaching and supervision. While areas of expertise within sociocultural or linguistic anthropology are open, we are particularly interested in expertise in the following areas: social and political structures, kinship, anthropology of religion, narrative or oral history, globalization, world systems theory and post-colonial studies, and expertise in areas outside of North America. All educational credentials must be recognized in Canada.

In addition to teaching, graduate supervision and research, duties include supervising tutors in the undergraduate anthropology program, course development and management (including web based resources) at both graduate and undergraduate levels, student advising, and participation in the work of the Centres and the University generally.

The successful candidate should have an active research program in an area of cultural or linguistic anthropology, or a three year research plan. In their letter, candidates should also indicate how they might contribute to the anthropology program, how they see themselves contributing to at least two clusters of inquiry within the Master of Arts Integrated Studies program, and other current initiatives at Athabasca University such as the use of new technologies in teaching and/or research; and/or the new Athabasca River Basin Research Centre.

Please refer to the full job profile on our Web site at: <http://www1.athabascau.ca/hr/careers/jobs>.

This tenure track AUPA appointment is located in Alberta with an expected start date of January 2009. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from Dr. Mike Gismóni or Dr. Jeff Taylor at 780-675-6218 or 1-866-256-9948 or via e-mail: mikeg@athabascau.ca or jeff@athabascau.ca.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees by November 1, 2008, quoting competition #A00342. Applications should be e-mailed to the Human Resources Advisor, Human Resources at resume@athabascau.ca.

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities. www.athabascau.ca



CANADA'S OPEN UNIVERSITY

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The following positions, to commence July 1, 2009, are subject to final budgetary approval. For complete position descriptions and application details, see www.yorku.ca/fes or www.yorku.ca/acadjobs. Information about the Faculty of Environmental Studies is available at www.yorku.ca/fes. Successful candidates must demonstrate experience or potential in research and teaching, and be able to contribute to both the undergraduate and graduate programs in the Faculty.

Faculty of
Environmental Studies
FACULTY APPOINTMENTSURBAN SUSTAINABILITY AND
TRANSPORTATION PLANNING

Applications are invited for a tenure-track position at the Assistant Professor level in Urban Sustainability and Transportation Planning. Candidates should have expertise in the planning and design of sustainable transportation systems, including transportation demand management and the integration of land-use and transportation planning, as well as alternative approaches to transportation. Candidates should have a broad interdisciplinary approach that examines the sustainability of urban communities in an integrated manner. The deadline for receipt of completed applications is October 31, 2008.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. For the contractually limited term position only, temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

URBAN AND
REGIONAL PLANNING

Applications are invited for a 3-year contractually limited appointment at the Assistant Professor level in Urban and Regional Planning. Candidates should have expertise in urban and regional planning, and take an interdisciplinary and critical approach to planning and urban problems. The deadline for receipt of completed applications is November 21, 2008.

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begin 1 July 2009; an appropriate doctoral degree must have been earned by that date. Salary will be commensurate with qualifications and experience. Applications should include a curriculum vitae, a sample of academic writing, evidence of excellence in teaching, and a short description of the applicant's current research. Applicants should also arrange to have three letters of recommendation sent to: Latin Policy Search Committee, Department of Classics, University of Toronto, 125 Queen's Park, Toronto, Ontario, M5S 2C7, Canada. Ensure full consideration of the application and all supporting documentation should be received by November 1, 2008. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Any queries about the application should be sent to theirclassics@utoronto.ca.

■ **CLASSICS** — **McMaster University.** The Department of Classics at McMaster University invites applications for a new tenure-track appointment in Greek Literature at the Assistant Professor level to commence July 1, 2009. McMaster University is a research-intensive university, and the Department of Classics has an undergraduate degree program in Classics, as well as a graduate program at the MA and PhD level. The successful candidate will have a PhD in Classics, with specialization in Greek language and literature, and demonstrated excellence in teaching and research, with a clearly defined research program which will result in publication. The successful candidate is expected to teach ancient Greek texts and literature at all levels (in the original as well as in translation) and to direct all aspects of the Department's graduate program. The ability to teach courses in Latin as well as Greek is an advantage. Applicants should send a letter of application, together with a curriculum vitae and a sample of their writing (e.g., an article or chapter of a book), to: Dr. Michael J. Griffin, Chair, Department of Classics, McMaster University, 1280 Main West, Hamilton, Ontario, L8S 4M2, Canada; (905) 577-5932; e-mail: georgemc@mc.mcmaster.ca. Applications must be received by Friday, November 20, 2008, and applicants should arrange for three letters of reference to reach the Department by the same date. All documentation submitted in support of your application becomes the property of the University and is not returnable. The Department will be conducting interviews at the January 2009 meeting of the American Philological Association in Philadelphia. Applicants are encouraged to consult the departmental website at: <http://www.humanities.mcmaster.ca/classics/>. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, persons with disabilities, and persons with disabilities.

■ **Clinical Neuroscience of Vision** — **York University.** York University's Department of Psychology, Faculty of Health, is seeking applicants for a full-time, tenure-track appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

■ **COMMUNICATION** — **Carleton University.** Subject to budgetary approval, Carleton University invites applications for two tenure-track positions at the rank of Assistant Professor in the Communication Studies Program of the School of Journalism and Communication. The program offers degrees at undergraduate, masters, and doctoral levels, and has a combined enrolment of 900 students. It is a leader in the study of communication and is seeking an individual of exceptional abilities to augment its strengths in teaching and scholarship. The Communication Studies Program is undergoing a process of renewal, including the introduction of undergraduate concentrations in Image, Politics and Persuasion, Media Institutions and Industries, and Communication and Identity. Candidates are expected to demonstrate expertise in at least two of these three areas. Consideration may also be given to applicants whose work addresses digital media or communication in non-western contexts. Application packages must include evidence of teaching performance and the potential for developing a dynamic research agenda. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. The anticipated starting date of the appointment is July 1, 2009. Applicants should provide detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Karin H. Karim, Chair, Search Committee, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5S6. Application packages should be received by hard copy. Envelopes or faxed materials will not be accepted. The closing date for applications is November 1, 2008.

■ **COMMUNICATION STUDIES** — **McMaster University.** The Department of Communication Studies and Multimedia at McMaster University invites applications for a tenure-track appointment in Communication Studies at the rank of Assistant Professor to commence on July 1, 2009. The current minimum salary at the rank of Assistant Professor is \$56,941.00 per annum. McMaster University is a research-intensive university and the department of Communication Studies and Multimedia engages in professional and academic teaching, scholarly research and new media arts production. The department has established interdisciplinary ties with other academic units in Humanities, Social Sciences, and Science, and is currently in the process of developing a Master's degree in Communication and New Media. Preference

will be given to applicants qualified to teach in communication and media studies, in the following areas: promotional culture, media organizations, media and performance, the Internet, everyday/digital culture. Qualifications include a PhD in Communication Studies or closely related field, teaching experience, and demonstrated ability to teach at the undergraduate level, and established record of scholarly research in the field of communication and media studies. Professional communication experience would also be an asset. The successful candidate will supervise graduate students. Subject to budgetary approval, this position will be effective as soon as January 1, 2009. Salary levels will be commensurate with qualifications and experience. Applicants should send curriculum vitae, the names and addresses of three references, a one-page statement of research interests, a one-page teaching philosophy, and copies of three relevant technical publications to: Dr. A.J. Chorbani, Dean, Faculty of Computer Science, University of New Brunswick, Fredericton, New Brunswick, Fax: 506-553-3566; Email: ghorbani@unb.ca. The search committee will begin to review applications on October 15,

2008 and will continue to do so until the position is filled. For more information on the Faculty of Computer Science, visit www.cs.unb.ca. The University of New Brunswick is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **CRIMINOLOGY & CRIMINAL JUSTICE** — **Carleton University.** The Institute of Criminology and Criminal Justice, Carleton University wishes to make a tenure-track appointment at the level of Assistant Professor in the area of Law to begin July 1, 2009. The Institute of Criminology and Criminal Justice is a multidisciplinary program comprised of courses in Psychology, Sociology, and Law. A PhD and significant evidence of teaching ability and research are required. The successful candidate will be expected to teach in the undergraduate program with the Institute, supervise honours students, develop a program of research leading to significant peer-reviewed publications, and to contribute effectively to academic life in the University. The opportunity for graduate

supervision is possible through future cross-appointment in the Departments of Law and/or Sociology. Further information can be obtained from our website at <http://www.carleton.ca/criminology/> or by contacting Dr. Joanna Pozzoli, at the address below or by email at joanna.pozzoli@carleton.ca. Applicants should send their curriculum vitae, teaching dossier including teaching experience and interests, copies of representative publications, and a summary of research objectives. At the same time, candidates should arrange to have three references for word of reference provided to the following address: Dr. Joanna Pozzoli, Director, Institute of Criminology and Criminal Justice, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6. Applications will be reviewed beginning November 1, 2008 and the process will continue until the positions have been filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, aboriginal peoples, persons with disabilities, and persons of any

sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

■ **CULTURAL STUDIES** — **McGill University.** The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin August 1, 2009. In the area of Cultural Studies. We are seeking to hire in one of the following areas: Television Studies, First Nations Literature and Film, World Cinema, Early Silent Film, Experimental/Avant-garde Film. Demonstrable expertise in more than one area will be an advantage. Some teaching experience is an asset. Evidence of scholarly promise is a major consideration. McGill's Department of English brings together three different but related areas of study — Literature, Drama, and Theatre, and Cultural Studies — and promotes research and teaching across specialist boundaries. The teaching assignment is 12 credits (4 courses) per academic year. Complete information about the Department's programs and courses may be found on our website: <http://www.mcgill.ca/english/>. Complete applications including a curriculum vitae, three letters of recommendation, and a writing sample

THE GREGG CENTRE

FOR THE STUDY OF WAR & SOCIETY



GREGG CENTRE CHAIR in Climate Change & Conflict for Emerging Scholars

The University of New Brunswick is pleased to announce the establishment of The Gregg Centre Chair in Climate Change and Conflict for Emerging Scholars, a new research position affiliated with The Brigadier Milton F. Gregg, VC, Centre for the Study of War and Society. The Chair in Climate Change and Conflict is a centre-piece of The Gregg Centre's new interdisciplinary mandate, encompassing the study of war as a complex social phenomenon.

UNB is looking for a dynamic and innovative young scholar to hold this new research Chair. The Gregg Centre encourages applications from recently completed PhDs who have already demonstrated excellent potential as scholars in the emerging field of climate change and conflict, and from those in any of a wide variety of related fields — such as, but not restricted to, international relations, geography, anthropology, and climatology — who want to focus on climate change and conflict.

Applicants are asked to provide a three year research proposal including plans for dissemination of their findings. The successful candidate will pursue an active research and publishing agenda, teach two 3ch courses per year in his/her field, and supervise graduate students at the MA level. The Chair holder should feel comfortable dealing with the media and exploiting the unique access to soldiers who have served in the world's trouble spots provided by nearby CFB Gagetown. Research support will be provided by the Gregg Centre, with the expectation that the successful candidate will also apply to the appropriate research granting agencies.

The successful candidate will be appointed to the Gregg Centre Chair for a term of five years, and will simultaneously be granted a tenure-track cross-appointment at the rank of Assistant Professor to an academic department.

Applications will be reviewed beginning 1 January 2009, with appointment no later than 1 July 2009. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

Please send a CV, research plan and three letters of reference to:

Dr Marc Milner
Director
The Gregg Centre
University of New Brunswick
P.O. Box 4400
Fredricton, NB
E3B 5A3

For further information please contact Dr Milner at 506-458-7428, or milner@unb.ca. For more on the Gregg Centre visit our website www.unb.ca/greggcentre.

Dear Faculty of Social Sciences & Humanities
Thunder Bay Campus

Lakehead University invites applications and nominations for the position of Dean of the Faculty of Social Sciences and Humanities.

Largest of the University's nine academic units, the Faculty includes the Departments of Economics, English, History, Indigenous Learning, Languages, Music, Philosophy, Political Science, Sociology, Visual Arts, and Women's Studies as well as the School of Outdoor Recreation, Parks, and Tourism. The Faculty offers a wide range of undergraduate degree programs as well as several graduate degrees.

Qualifications

Reporting to the Vice-President (Academic) and Provost, the Dean must have strong leadership and administrative skills and be capable of working creatively with faculty and members of senior administration. The Dean is responsible for maintaining an atmosphere that fosters appreciation for research productivity, teaching excellence, and service and engenders support for the continued development of the Faculty.

Applicants have an earned PhD in one of the disciplines of the Faculty, an established reputation as a scholar and teacher, and

experience in administration, preferably in building collaborations, managing budgets, strategic planning, and advancement.

Application Requirements

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at: <http://hr.lakeheadu.ca/pd/immig.pdf>. Please send your curriculum vitae and the contact information for three references to:

Dr. Laurie S. Hayes, Vice-President (Academic) and Provost
Lakehead University, 955 Oliver Road,
Thunder Bay, ON P7B 5E1

e-mail: vpacademic@lakeheadu.ca fax: (807) 343-8075

Review of applications will begin on October 1, 2008 and continue until the position is filled.

For more information on this and all current opportunities, please visit our website at <http://hr.lakeheadu.ca/employment.php>.



Lakehead University is a comprehensive institution with over 7,500 students and over 2,000 faculty and staff. The University has a main campus in Thunder Bay, Ontario and a branch campus in Orillia, Ontario. Lakehead offers a variety of programs at the undergraduate and graduate levels, including the PhD.

Lakehead University is an Equal Opportunity Employer

Lakehead
UNIVERSITY

CAREERS CARRIÈRES

(20-30 pages) should arrive no later than November 15th. Applicants who wish to receive an acknowledgment should include a stamped, self-addressed postcard. All qualified applicants are encouraged to apply; however, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. Please address applications to: Professor Paul Yachnin, Chair, Department of English, McGill University, 853 Sherbrooke St W, Montreal, Quebec, Canada H3A 2T6

D

■ **DESIGN** — Concordia University, Concordia University's Department of Design and Computer Arts invites applications for one tenure-track position in Design. The preferred candidate will have expertise in the area of graphic design, print and/or typography. In addition to teaching at both the undergraduate and graduate levels, the candidate will be asked to help develop our program of collaborative and cross-disciplinary design research. The ideal candidate has an MFA, MA, PhD, or equivalent research/studio design practice, teaching experience at the university level, administrative experience and committee work at the university level, and familiarity with the local professional

design community. Subject to budgetary approval, we anticipate filling this position, normally at the rank of Assistant Professor, for July 1, 2009. Appointments at a more senior level may also be considered. Review of applications will begin immediately and will continue until the position is filled. All applications should reach the department no later than November 17, 2008. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity. Please consult our website for further information and application instructions: <http://www.concordia.ca/about/fpos/faculty/faculty.htm>.

■ **DIETETICS & HUMAN NUTRITION** — University of British Columbia. The University of British Columbia invites applications for a full-time, tenure-track faculty position at

the rank of Assistant Professor. The successful candidate will conduct high quality research addressing key issues in dietetics and nutrition, and will teach at both the undergraduate and graduate levels. In addition, a key role of the successful applicant will be to provide oversight to the academic component of the Integrated Dietetics Program. Applicants must be eligible for membership in Dietitians of Canada and registration with the College of Dietitians of British Columbia and have a PhD in Nutrition or a related field. Applicants also must have demonstrated research productivity commensurate with their experience, the capacity to establish an innovative and high quality research program, exceptional communication and teaching skills, and a strong commitment to high quality teaching at both the undergraduate and graduate level. Relevant postdoctoral

experience is desirable. The successful candidate will join the Food, Nutrition and Health Program within the Faculty of Land and Food Systems. Details about the Faculty are available at <http://www.ubc.ca/landfoodsystems> and the Integrated Dietetics Program can be found at <http://www.ubc.ca/programs/dietetics/ig.htm>. Applicants should send a curriculum vitae, short statements (1-2 pages each) describing a five-year research program plan, their teaching philosophy and interests, and their proposed approach to the academic oversight of the Integrated Dietetics Program. Evidence of teaching effectiveness where applicable, the names of previous employers, e-mail, telephone and fax numbers of four references to Dr. Zhongming Xu, Chair of the Selection Committee, Food, Nutrition & Health, University of British Columbia, Vancouver, BC, V6T 1Z4 or by email to zhongmingxu@ubc.ca

ubc.ca (electronic submission to encourage applications); by telephone: (604-822-6253), fax: (604-822-5143) or e-mail are welcome. Review of nominations will begin on September 15, 2008 and will continue until the position is filled. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all persons to apply. However, Canadians and permanent residents of Canada will be given priority. This position is subject to final budgetary approval.

■ **DIGITAL MEDIA/COMPUTER GRAPHICS** — York University, York University's Department of Media, Culture and Communication, Faculty of Science and Engineering, invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

E

■ **EARTH SCIENCES** — Brock University. The Department of Earth Sciences, Brock University, invites applications for a probationary tenure-track faculty position at the rank of Assistant Professor in the area of economic geology, petrology, mineralogy, or volcanology. The successful applicant will have a PhD at the time of appointment, and be expected to teach mineralogy and igneous petrology at undergraduate levels as well as teaching in their own specialty and contributing to graduate teaching and supervision. A strong research record is required, as is the desire to build a vigorous externally-funded research program. The appointment, to begin January 1, 2009, is subject to final budgetary approval. The Department currently has nine full-time faculty engaged in a wide range of earth science and planetary research, and runs a two-year research Master's program, with several faculty also supervising PhD students in cooperation with other departments/universities. Brock, a mid-sized university of some 17,000 students, is committed to fostering excellence in research and teaching as it transforms into an increasingly research-focused institution. Set in the heart of the scenic Niagara region, it is the only Canadian university located within UNESCO World Biosphere reserve. Applicants must submit a full curriculum vitae, a statement of research interests and a statement of teaching interests, and a list of three potential referees to: Prof. Martin J. Head, Chair, Department of Earth Sciences, Brock University, 500 Glenora Avenue, St. Catharines, Ontario, L2S 3A1, Canada; Tel: 905-688-5550 ext. 5216; Email: mj.head@brocku.ca. Evaluation of applications will begin September 1, 2008. All qualified candidates are encouraged to apply, although Canadian citizens and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to identify themselves voluntarily as members of a designated group as part of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanrights/images/selfidentification.doc> and include the completed form with their application. More information about Brock University can be found on the University's website www.brocku.ca.

■ **ECOLOGY & EVOLUTION** — York University. York University's Department of Biology, Faculty of Science and Engineering, invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

■ **ECONOMICS** — Brock University. Brock University invites applications for two probationary tenure-track appointments in the Department of Economics, at the rank of Assistant Professor. The appointments will commence July 1, 2009, subject to final budgetary approval. Strong preference will be given to candidates with experience in macroeconomics, monetary economics, and/or international finance. Qualifications: Candidates must have completed a PhD in Economics, or be very near completion. Applications will be considered until the position is filled but are requested before November 14, 2008. Submit your application with curriculum vitae, a sample of research, evidence of teaching effectiveness if available, and a statement of interest of reference to be sent directly to: Professor Zsuzsanna Koustas, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1; E-mail: zsuzsanna.koustas@brocku.ca. Successful applicants will be expected to publish in high ranking academic journals and participate in governance and the Department's graduate and undergraduate programs. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and may choose to identify themselves as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanrights/images/selfidentification.doc> and include the completed form with their application. More information on Brock University can be found on the University's website www.brocku.ca. Application Deadline: November 14, 2008.

■ **ECONOMICS** — University of Western Ontario. The Department of Economics, Faculty of Social Sciences, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2009 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited term, probationary (tenure track) or tenure positions. General information about The University of Western Ontario can be found at <http://www.uwo.ca>. Information about the Department of Economics can be found at <http://economics.uwo.ca/>. Professor: Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. Appointments at the

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Consistently ranked in the top tier of the world's best business schools and #1 in Canada, the Schulich School of Business is known for its global reach, innovative programming and the diversity of its student body, faculty and staff.

Schulich enrolls some 3,000 students in undergraduate, graduate and postgraduate business degree programs leading to careers in the private, public and nonprofit sectors. Located in Toronto, Canada, the School's new multimillion-dollar complex is on York University's main campus. Schulich's downtown Miles S. Nadal Management Centre is situated in the heart of the city's financial district.

The School has pioneered unique offerings in areas such as financial engineering, financial service, real property, business and sustainability and health industry management. In addition, it launched Canada's first comprehensive degrees leading to careers in international business — the International MBA (IMBA) and the International BBA (IBBA). The Kellogg-Schulich EMBA, established in partnership with Northwestern University's Kellogg School of Management, is North America's first cross-border Executive MBA. Each year, the Schulich Executive Education Centre provides executive development programs to more than 10,000 executives in Canada and abroad.

As Canada's Global Business School™, Schulich has strategic linkages in more than 80 countries around the world, including academic exchange partnerships with leading international management schools. The School has International Satellite Centres in Beijing and Shanghai, China; Mumbai, India; Seoul, South Korea; and Moscow, Russia to support initiatives related to recruitment, executive education, career development, alumni relations and corporate marketing.

Schulich faculty have earned global recognition for their research in such fields as finance, strategy, marketing, business and sustainability, organizational behaviour and international business.

The Schulich School of Business invites applications for tenure-stream positions, effective July 1, 2009, subject to budgetary approval. Salary and benefits are competitive. Applications for each position should be addressed to the appropriate contact person specified under each listing at York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.

Schulich School of Business TENURE-STREAM POSITIONS

ACCOUNTING

Applications are invited for two tenure-stream positions in Accounting at the Senior Assistant, Associate or Full Professor level. Preferred candidates will have a leadership position within the discipline, marked by significant contributions to accounting or auditing research; a track record of publications in top-tier journals; evidence of an ongoing research program with potential for further publications in top-tier journals; a willingness and demonstrated ability to supervise masters and/or doctoral students, and eligibility for prompt appointment to the Faculty of Graduate Studies; evidence of effective teaching and a willingness to teach with cases (consistent with the needs of the Accounting Area and the Schulich School); a completed doctorate. All appointments are expected to support undergraduate and graduate education.

Applicants should send an application letter, a curriculum vitae, three letters of reference, a current working paper, a one-page statement of current research program/interest, and information about teaching performance, by November 15, 2008, via e-mail to: Dr. Cameron Graham, Chair of the Accounting Search Committee, Schulich School of Business. E-mail: cgraham@schulich.yorku.ca.

FINANCE

Applications are invited for one tenure-stream position in Finance, at the Senior Assistant, Associate

or Full Professor level. Preference will be given to corporate finance or investments specialists with one or more fields in International Finance, Wealth Management, or Market Microstructure. Preferred candidates will have demonstrated excellence in research and teaching, and a publication record in top-tier outlets; demonstrated ability to support undergraduate and graduate education; demonstrated experience in supervising doctoral students, and eligibility for prompt appointment to the Faculty of Graduate Studies; a completed doctorate.

Applicants should send an application letter, a curriculum vitae, three letters of reference, examples of research, and information on teaching performance, by December 1, 2008, to: Professor Maik Kamstra, Chair, Finance Area, Schulich School of Business. E-mail: finance recruiting@schulich.yorku.ca. E-mail applications are preferred.

INTERNATIONAL ENTREPRENEURSHIP

Applications are invited for one tenure-stream position in International Entrepreneurship at the Senior Assistant, Associate or Full Professor level. Preferred candidates will have: an active research stream relevant to international aspects of entrepreneurship; a track record of publications in top-tier journals; demonstrable evidence of potential for further publications in such journals; the ability to contribute to the doctoral program,

and eligibility for prompt appointment to the Faculty of Graduate Studies; evidence of teaching interests and skills that complement the needs of the School; a completed doctorate. All appointments are expected to support undergraduate and graduate education.

Applicants should send a curriculum vitae, three letters of reference, examples of research, and information about teaching performance, by October 15, 2008, to: Professor Eileen Fischer, Director of Entrepreneurial Studies, Schulich School of Business, Room N340E.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



Schulich
School of Business
York University

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redefine THE POSSIBLE.

CAREER CARRIÈRES

rank of full Professor will be made with tenure from the outset. Outlets include undergraduate and graduate teaching, research, supervision of postgraduate students and some administrative duties. At Assistant level, consideration will be given to applicants with a PhD (or expected in 2009), or equivalent qualifications, who are expected to establish themselves as research leaders and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. Candidates at the Associate level must be scholars of international reputation and good teachers. These are tenure track and limited term positions. Appointments at the rank of Associate Professor may be made with tenure from the outset. Outlets include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties. To apply, please follow the instructions on our website: <http://economics.uwo.ca/recruiting/instructions.html>. Closing date for receipt of applications is November 15, 2008. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is an equal opportunity employer and welcomes applications from all qualified women and men, including visible minorities, and original people and persons with disabilities.

ECONOMICS — Carleton University: Applicants are invited for a tenure-track appointment at the rank of Assistant Professor, subject to budgetary approval, to commence in the 2009-2010 academic year. The appointment is for a full-time position (expected in 2009), evidence of high-quality research, and good teaching potential. The appointment is to be made in the field of financial economics. Applicants should include your curriculum vitae, samples of your research, and a statement about your approach to teaching. The appointment is for three references forward their letters of reference directly to the Chair, Appointments Committee, Re: Finance Economics Position, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6, Canada. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who contribute to the further development of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal persons, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply. Applications from Canadians and permanent residents will be given priority.

ECONOMICS — Carleton University: Applicants are invited for a tenure-track appointment at the rank of Assistant Professor, subject to budgetary approval, to commence in the 2009-2010 academic year. The position requires a completed PhD (or expected in 2009), evidence of high-quality research, and good teaching potential. The appointment is to be made in the field of macroeconomics. Applicants should include your curriculum vitae, samples of your research, and a statement about your approach to teaching. In addition, please have three references forward their letters of reference directly to the Chair, Appointments Committee, Re: Macroeconomics Position, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6, Canada. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who contribute to the further development of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal persons, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

ECONOMICS — University of Waterloo: The Department of Economics at the University of Waterloo seeks to fill at least five tenure or tenure-track positions over the next three years. Candidates for professor or associate professor must possess a record of publication in major journals and evidence in research supervision. The Department will consider junior candidates, particularly those with some years of research and teaching experience and whose fields include time-series econometrics or international trade/finance. All candidates must demonstrate excellence or the potential for excellence as teachers. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Send your application, including three references and a research paper, by regular mail, to: Dr. John Burdick, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. The Department will begin the interview process 1 November 2008, and will continue that process until the positions are filled.

EDUCATION — University of New Brunswick: The Faculty of Education at the University of New Brunswick invites applications for a tenure track position at the rank of Assistant Professor in the area of Adult Education. Applicants must have a Doctoral degree in Adult education and a beginning record of scholarly publishing. Some direct experience in the field, such as literacy, professional development, policy analysis, or

community development, is essential. The appointee will need to establish links with various regional community agencies and educational institutions. The appointee will have a proven understanding of current theories of adult learning and facilitation, and current trends and issues in various areas of practice. Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral levels, pursuit of a program of funded research and scholarship, and actively working with various stakeholders. The appointment, effective July 1, 2009 or as soon as possible thereafter, will be at the Assistant Professor level. The University of New Brunswick is one of the oldest public universities in Canada. It offers degrees in more than 60 disciplines encompassing a range of academic and professional programs. The Faculty of Education offers graduate and undergraduate programs in teacher education and adult education. The Faculty is active in international programs and has been highly successful in obtaining research grants and contracts. Fredericton, New Brunswick, is located by the St. John River, has many kilometers of walking trails and a very active arts community. Noted as one of the world's "smart cities", Fredericton provides the possibility for a balanced, environmentally friendly lifestyle. Applications should be submitted not later than October 30, 2008. Selection and interview will be completed November 30, 2008. A letter of application, current curriculum vitae, a statement of research interests, two examples of scholarly publication reflecting your current research interests, a teaching portfolio, and names of three references (one from a relevant community senior adult educator outside a university) should be sent. For further details visit www.unb.ca/education/adult/welcomeadult.html. This position is subject to final budgetary approval. Application packages should be directed to: Dr. Sharon J. Rich, Professor and Dean, Faculty of Education, The University of New Brunswick, PO Box 4400, Fredericton, NB, Canada E3B 5A3; Phone: 506-453-4862; Fax: 506-453-3569; Email: glenn@unb.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. We welcome diverse individuals and encourage applications from all qualified women and men, including visible minorities, members of visible minorities, and Aboriginal persons.

EDUCATION — University of Western Ontario: The Faculty of Education at the University of Western Ontario in London, Ontario, Canada is seeking applications for a full-time, probationary (tenure-track) faculty position in educational psychology at the rank of Assistant Professor, effective January 01, 2009. This is an exciting opportunity to join a dynamic collegial faculty entering an exciting phase in its history. Guided by a new strategic plan, faculty, staff and students and community based partners are establishing the Faculty as Canada's foremost Faculty of Education. Western's Faculty of Education prepares thoughtful, creative, critical and courageous graduates through its initial and continuing teacher education and graduate (MEd and PhD) programs. Dedicated to advancing equitable educational opportunities and outcomes for all individuals and communities, the faculty includes 40 full time faculty supported by a strong group of part-time faculty and a superb administrative staff. The Faculty includes a very strong and internationally recognized group in educational psychology whose research in counselling psychology, learning and development, special education and exceptional children is focused on at-risk populations. Home to two research centres led by psychologists, the Centre for Inclusive Education (Dr. Jacqueline Specht) and The Centre for the Research and Education on Violence Against Women and Children (Dr. Debra Jeffre), the Faculty enjoys close connections to its many communities. This position offers an exciting opportunity to contribute to and complement our educational psychology group in an era of expansion and in an atmosphere of collegiality. The successful candidate will be expected to teach in the BEd and graduate programs, sustain a productive research program, and contribute to the life of the faculty and the university. The position will hold a PhD in any area of psychology and have a productive research program that complements existing research in the Faculty. School-based experience in research or professional practice, expertise in diagnostic assessment and quantitative methods are required. The successful candidate must be registered in the College of Psychologists of Ontario and experience and/or interest in Inclusive Education (Dr. Jacqueline Specht) and The Centre for the Research and Education on Violence Against Women and Children (Dr. Debra Jeffre).

This position offers an exciting opportunity to contribute to and complement our educational psychology group in an era of expansion and in an atmosphere of collegiality. The successful candidate will be expected to teach in the BEd and graduate programs, sustain a productive research program, and contribute to the life of the faculty and the university. The position will hold a PhD in any area of psychology and have a productive research program that complements existing research in the Faculty. School-based experience in research or professional practice, expertise in diagnostic assessment and quantitative methods are required. The successful candidate must be registered in the College of Psychologists of Ontario and experience and/or interest in Inclusive Education (Dr. Jacqueline Specht) and The Centre for the Research and Education on Violence Against Women and Children (Dr. Debra Jeffre).

EDUCATION (SOCIAL STUDIES/COMPARATIVE EDUCATION) — University of New Brunswick: The Faculty of Education at the University of New Brunswick invites applications for a tenure track position at the rank of Assistant Professor in the area of Social Studies/Comparative Education. Applicants must have a Doctoral degree and a record of or potential for scholarly contribution. Experience in elementary or secondary school instruction is an asset. The ideal candidate will have an understanding of theory to practice in Social Studies/Comparative Education and will be able to use this understanding to work colleagues across disci-

plines. The Faculty of Education has a well-established research expertise in citizenship education. Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral levels, pursuit of a program of funded research and scholarship, and actively working with various stakeholders. The appointment, effective July 1, 2009 or as soon as possible thereafter, will be at the Assistant Professor level. The University of New Brunswick is one of the oldest public universities in Canada. It offers degrees in more than 60 disciplines encompassing a range of academic and professional programs. The Faculty of Education offers graduate and undergraduate programs in teacher education and adult education. The Faculty is active in international programs and has been highly successful in obtaining research grants and contracts. Fredericton, New Brunswick, is located by the St. John River, has many kilometers of walking trails and a very active arts community. Noted as one of the world's "smart cities", Fredericton provides the possibility for a balanced, environmentally friendly lifestyle. Applications should be submitted not later than October 30, 2008. Selection and interview will be completed November 30, 2008. A letter of application, current curriculum vitae, a statement of research interests, two examples of scholarly publication reflecting your current research interests, a teaching portfolio, and names of three references (one from a relevant community senior adult educator outside a university) should be sent. For further details visit www.unb.ca/education/adult/welcomeadult.html. This position is subject to final budgetary approval. Application packages should be directed to: Dr. Sharon J. Rich, Professor and Dean, Faculty of Education, The University of New Brunswick, PO Box 4400, Fredericton, NB, Canada E3B 5A3; Phone: 506-453-4862; Fax: 506-453-3569; Email: glenn@unb.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. We welcome diverse individuals and encourage applications from all qualified women and men, including visible minorities, members of visible minorities, and Aboriginal persons.

ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo: The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very specific cases, Full Professor. Candidates should have a PhD in Electrical and Computer Engineering, with a minimum of 5 years of post-graduate research experience in one or more of the subareas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human-computer interaction with computer engineering. 2. VLSI with special interest in the design of VLSI circuits and systems, or circuits in emerging technologies. 3. Information Security and Assurance with special interests in the security of software, systems, network or closely related areas. Applicants should have a minimum of a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All successful candidates will have a strong commitment to research and teaching. Salaries are competitive and are determined according to the success of the applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate program of the department is at the forefront of Canadian and international applications, with an enrolment of more than 1,000 graduate students. The department has programs in Computer Engineering, Electrical Engineering, Software Engineering (offered

jointly with the David R. Chertow School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high technology companies in the Waterloo area and from the very generous intellectual property policy of the University which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the at-

tractive two-university community in the Region of Waterloo (population of 450,000 in southwestern Ontario). The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/DCA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING (SIGNAL PROCESSING) — University of Waterloo: The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Signal processing with expertise in one or more of the following sub-areas: the theory of signal processing (e.g. sparse sampling, compressed sensing, etc.), multimedia processing (including speech, audio and video processing), and biomedical signal processing; 2. Mechatronics and Control, with a strong background in mechatronics and expertise in the area of control systems; 3. Control Systems, with a record of high quality theoretical research and, ideally, expertise in a significant application area. Applicants should



McGill

Various Positions, Department of Pediatrics Faculty of Medicine & McGill University Health Centre

The Department of Pediatrics, McGill University and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) are inviting applications for the following faculty positions at the rank of Assistant, Associate or Full Professor based on the applicant's qualifications and experience:

- Pediatric Cardiology Staff Physicians
- Pediatric Gastroenterology Director & Staff Physician
- Pediatric Hematology/Oncology Director & Staff Physicians
- Pediatric Medical Emergency Staff Physicians
- Newborn Medicine Director (MUHC & Staff Physicians)

The selected M.D. candidates must be eligible for licensure within the province of Quebec. Candidates should be certified (or eligible) by the Royal College of Physicians and Surgeons of Canada in Pediatrics (or possess comparable qualifications) and be eligible for licensure in the Province of Quebec. Candidates would benefit from a working knowledge of both French and English. Candidates applying for the positions of Director must have demonstrated strong leadership skills in research and teaching. All successful candidates should be physician-scientists or basic scientists with an established record of accomplishment in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute and MUHC R.I.

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference:

Dr. Harvey J. Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital, Room C-414
2300 Tupper St., Montreal, Quebec H3H 1P3
E-mail: harvey.guyda@muhc.mcgill.ca
Telephone: 514-412-4467; Fax: 514-412-4251

All qualified applicants are encouraged to apply. Remuneration of the successful candidate will be based on individual qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. *Tous candidats seront invités à soumettre une lettre d'intérêt, un curriculum vitae et trois lettres de recommandation.* McGill University is committed to equity in employment.

www.mcgill.ca



Dean Faculty of Health & Behavioural Sciences Thunder Bay Campus

Lakehead University invites applications and nominations for the position of Dean of the newly formed Faculty of Health and Behavioural Sciences.

The new Faculty brings together the Schools of Nursing, Social Work, and Kinesiology, the Department of Psychology, and academic programs in Public Health and Gerontology – all of which work together with the Northern Ontario School of Medicine.

The new Faculty offers a typical range of undergraduate and graduate programs and a substantial list of more specialized offerings, including a highly successful Native Nurses Entry Program, a Post-RN Bachelor of Science in Nursing, an Interdisciplinary Palliative Care Certificate Program, a one-year Honours Bachelor of Social Work, a joint Master of Public Health/Doctor of Medicine, and a PhD in Clinical Psychology. Thunder Bay, Ontario is moving rapidly toward provincial prominence in health care and a new dean will have the opportunity to give greater visibility to Lakehead University's diverse academic programs and to stimulate research in human health and behaviour.

Qualifications

Reporting to the Vice-President (Academic) and Provost, the Dean must have strong leadership and administrative skills and be capable of working creatively with faculty and members of senior administration. The Dean is responsible for maintaining an atmosphere that fosters appreciation for

research productivity, teaching excellence, and service and engenders support for the continued development of the Faculty. Applicants have an earned PhD in one of the disciplines of the Faculty, an established reputation as a scholar and teacher, and experience in administration, preferably in building collaborations, managing budgets, strategic planning, and advancement.

Application Requirements

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at: <http://lakeheadu.ca/pdf/mimg.pdf>. Please send your curriculum vitae and the contact information for three references to:

Dr. Lauris S. Hayes, Vice-President (Academic) and Provost, Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1
e-mail: vpacademic@lakeheadu.ca fax: (807) 343-8075

Review of applications will begin on October 1, 2008 and continue until the position is filled.

For more information on this and all current opportunities, please visit our website at: <http://lakeheadu.ca/employment.php>.

Lakehead University is a comprehensive institution with over 7,500 students and over 2,000 faculty and staff. The University has a main campus in Thunder Bay, Ontario and a branch campus in Orillia, Ontario. Lakehead offers a variety of programs at the undergraduate and graduate levels, including the PhD.

Lakehead University is an Equal Opportunity Employer.

Lakehead UNIVERSITY

lakeheadu.ca

OPENED CAREERS

have earned a doctoral degree in Electrical/Computer Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chilton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the university's intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-city community of Waterloo and Kitchener (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance and offers many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.mcgill.ca>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL ENGINEERING – University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks

of Assistant, Associate, and, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biocap and related medical applications; 2. Next generation patterning techniques in the nanoscale; and advanced lithographic techniques for nano fabrication; 3. Low dimensional quantum structures including semiconductor and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies; at both material and device levels and potential expansion into bio applications. The ECE department is home to the Cuga-Nano Laboratory (<http://www.cuganano.ca/~a-sidi>) and the Centre for Integrated RF Engineering (<http://www.cirfe.uwaterloo.ca>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will be an active part of the Quantum Nano Centre (QNC), a new, \$300M teaching and research infrastructure to be completed by 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chilton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the university's intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-city community of Waterloo and Kitchener (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance and offers many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.mcgill.ca>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL ENGINEERING – University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks

of Assistant, Associate, and, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biocap and related medical applications; 2. Next generation patterning techniques in the nanoscale; and advanced lithographic techniques for nano fabrication; 3. Low dimensional quantum structures including semiconductor and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies; at both material and device levels and potential expansion into bio applications. The ECE department is home to the Cuga-Nano Laboratory (<http://www.cuganano.ca/~a-sidi>) and the Centre for Integrated RF Engineering (<http://www.cirfe.uwaterloo.ca>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will be an active part of the Quantum Nano Centre (QNC), a new, \$300M teaching and research infrastructure to be completed by 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chilton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the university's intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-city community of Waterloo and Kitchener (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance and offers many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.mcgill.ca>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGINEERING – McMaster University.** The Department of Materials Science and Engineering at McMaster University is seeking qualified applicants for a tenure-track/tenured faculty position at the rank of Associate or Full Professor level, depending on the experience of the candidate. The successful applicant will be an outstanding researcher with demonstrated expertise in sustainability issues related to primary production of steel which will involve a strong background in process metallurgy, modeling and energy issues. The U.S. Steel Canada Division is associated with the McMaster Steel Research Centre that has attracted considerable industrial interest and funding. The McMaster Steel Research Centre is part of a network of research institutes that provide stimulating interdisciplinary research opportunities, including the General Motors Canada Centre for Automotive Materials and Corrosion. The successful candidate will be expected to develop strong research activities that will attract external research funding, supervise graduate students and teach both undergraduate and graduate courses. Applicants must have a PhD in Materials Engineering or a closely related discipline. Registration is eligible for registration by the Professional Engineers of Ontario will be considered an asset. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from qualified individuals, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. All other qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Salary is commensurate with experience and expertise. Applicants referencing the posi-

tion and including a CV, a statement detailing research and teaching interests, and the names of three references should be sent to: Faculty Selection Committee, Department of Materials Science and Engineering, McMaster University, JHE 357, 1280 Main Street West, Hamilton, ON, L8S 4L7; email: janele@mc.mcmaster.ca; website: www.ussteel.ca.

■ **ENGLISH – University of New Brunswick.** The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track appointment, at the rank of Assistant Professor, in American Fiction, effective 1 July 2009. The successful candidate will be responsible for teaching and supervising graduate students. Candidates must hold the PhD in English or be close to completing one, with a specialization in American Fiction; strong qualifications in a secondary field of English Studies will be an asset. Interested individuals should send three references to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a sample of their scholarly work to: Dr. Roger Plouffe, Chair, Department of English, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3 by October 15th, 2008. The Department of English is committed to excellence in teaching and research. In addition to its long-standing undergraduate programme, the Department offers the MA in all fields and is highly regarded for its strengths in creative writing at both the undergraduate and MA levels. Its strengths at the PhD level are in Canadian, Early Modern, Postcolonial, and Modern American. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Applications should include a statement of research interests and a statement of citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **ENGLISH – University of Victoria.** The Department of English at the University of Victoria invites applications for an Assistant or Associate Professor position in the area of Indigenous literatures. The appointment, effective 1 July 2009 and the rank of the appointment will depend upon qualifications and experience. Candidates should be prepared to provide evidence of research and teaching excellence or potential. Applicants should have a PhD or equivalent, proven teaching skills, and a good record of scholarly and/or creative publication. The ability to contribute to the Department's Literatures of the West Coast MA will be an advantage. See <http://english.uvic.ca/research/westcoast.html> for details. The University of Victoria is an equal opportunity employer. The University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, preference will be given to qualified persons who wish to qualify for preferential consideration in the hiring process. Applications from persons in the targeted pool of groups will be considered before any other applicants. Only if no qualified candidate is found in the preferred group will the committee proceed to consider all qualified candidates. For information, see www.uvic.ca/vp/ce/recruiting/recruitment/handbook.html#appendix7. Candidates are also encouraged to consult the University's equity policy <http://english.uvic.ca/employment/>. Letters of application, curriculum vitae, and a sample of all scholarly work, including all distinctive work in scripts, writing sample, and confidential letters from three referees should be sent by 31 October 2008 to: Dr. Robert Miles, Chair, Department of English, University of Victoria, PO Box 3070 STN CSC, Victoria, BC, V8W 2Y4; Canada Phone: (250) 721-7238; Fax: (250) 721-6498; Email: english@uvic.ca; Website: www.english.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal people, and persons of any sexual orientation and gender identity.

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Association (QUPA) and the University, the text of which is posted at www.qupa.ca. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. A full application for this appointment at Queen's should include a curriculum vitae, three letters of reference (in a dossier from a university placement officer), a 500 word writing sample, a brief statement of current and prospective research interests, and a statement regarding teaching experience. Application materials and letters of reference should be sent to: Marta Staszczuk, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Applications must be received by October 10, 2008. Please note that electronic applications will not be considered.

■ **ENGLISH – University of Alberta.** The Department of English and Film Studies at the University of Alberta invites applications for an entry-level tenure track appointment in the area of New Englishes. We seek an English language specialist with a research focus on emerging varieties of English, including creoles and pidgins; secondary interests might include comparative British literature and languages (Welsh, Gaelic), Canadian studies, sociolinguistics, cyberculture, globalization and/or diasporic studies, as well as the history of the English language and its varieties. Applicants should ideally have a PhD, or be close to finishing it at the time of appointment, as well as relevant teaching experience and publications. They should be prepared to teach broadly-based introductory courses in English literature as well as more specialized senior courses, including courses on the structure and the social and cultural history of the English language, and to supervise student work at both the graduate and graduate levels. The appointment, at the rank of Assistant Professor, will commence July 1, 2009. Candidates should send the Chair a letter of application (including a statement of permission to share certain materials, as noted below, if acceptable), a complete curriculum vitae with full contact information, including phone numbers and e-mail address, a writing sample (maximum 20 pages), the names of three referees, and if available, a keeping dossier and evaluation of teaching performance. Candidates are responsible for ensuring that official copies of undergraduate and graduate transcripts, and letters of reference from the three named referees, are sent directly to the Department. The closing date for applications is November 10, 2008. All application materials should be sent to: Garrett P. Epp, Chair, Department of English and Film Studies, Humanities Centre 3.5, University of Alberta, Edmonton, AB, T6G 2E5, Canada. For further information about the position, or the Department, please contact the Chair by email at garrett.epp@ualberta.ca. In accordance with provisions of the Alberta Access to Information and Protection of Privacy Act (FOIP), we require written permission to grant access to your curriculum vitae, teaching statement, and writing sample to tenured and tenure track faculty members in the Department of English and Film Studies, and should you like to be "longlisted" to departmental graduate students. Any candidate who wishes to grant such access to these applications must include an explicit statement of permission, preferably within the letter of application. Any application materials, including letters of reference and transcripts, will be

Assistant Professor Community Health & Humanities Faculty of Medicine

MEMORIAL
UNIVERSITY

This is a tenure track, faculty position at the level of Assistant Professor in the Faculty of Medicine, Memorial University of Newfoundland. The position will be based at the Labrador Institute, Happy Valley-Goose Bay, with full access to the Institute's facilities. The position also will have access to resources within the Faculty of Medicine, Memorial University. This position reports to the Associate Dean, Division of Community Health and Humanities.

The successful candidate will be expected to develop their own research agenda related to the needs of the northern and aboriginal peoples of the region in collaboration with local communities and health workers. In addition, it is expected that the position will assist in building local research capacity including advising/ collaborating on research proposal development, applying for grants, the utilization and creation of databases and the dissemination of knowledge. It is anticipated that the position will work closely with Labrador-Crenfell Health, the Labrador Institute, the Nunatsiut Department of Health and Social Development, Sheshashit Innu Health Commission and Mushuau Innu Health Commission; and communities in the region. The individual would be expected to participate in appropriate activities of the Division of Community Health and Humanities, Faculty of Medicine including: teaching, strategic planning and student support.

Candidates must have knowledge of northern and aboriginal health issues and the ability to develop a productive related research program supported by external funding. Ideally, candidates should possess a PhD in an appropriate health-related field. However, candidates who do not possess a PhD but have relevant experience and are willing to commit to a PhD program will be considered. The successful candidate will have experience in interdisciplinary collaboration, experience in community-based participatory research, and an appreciation for the ethical complexities of health research involving aboriginal peoples.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.

This position is based in Happy Valley-Goose Bay a community of 8,600 and an administrative center for Labrador. Happy Valley-Goose Bay is a good place for bringing up families and offers great opportunities for outdoor activities. Innu, Inuit, Labrador Métis are part of the diverse culture in the region.

The Labrador Institute of Memorial University was established to stimulate, coordinate, and support University projects to promote the well-being of the people of Labrador and to expand the Labrador knowledge base. Its location in Happy Valley-Goose Bay increases the opportunity to work directly with aboriginal groups and to be attuned to the Labrador context and issues. The Institute identifies research opportunities in which the capabilities of the University can address community concerns and contribute to increased knowledge and skills in Labrador. The research center in Happy Valley-Goose Bay will be within the area designated as the Canadian Circumpolar Region and as such provide enhanced opportunities for obtaining research grants.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning.

Applications should be received by the Division of Community Health and Humanities by 2008 October 17th.

Applications should be addressed to: Associate Dean, Division of Community Health and Humanities, Faculty of Medicine, Memorial University, A1B 3V6. Applications can be submitted electronically to brenda@mun.ca or by fax: (709) 777-7382. Please quote VPA #MEDI 2008 001.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian Citizens and Permanent Residents will be given priority.

Queen's National Scholars (Faculty Appointments)

QUEEN'S UNIVERSITY AT KINGSTON

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. The goal of these appointments is to enrich teaching and research in newly developing fields of knowledge as well as in traditional disciplines. Up to three positions will be available in the 2008-2009 competition. Two of these will be in the Humanities and Social Sciences (including Education, Business, Law, Urban and Regional Planning, and Policy Studies), and one will be in a pool composed of the Health Sciences (except for primarily clinical positions), the Natural Sciences, or Engineering. Preference will be given to scholars to be appointed at the rank of Assistant or Associate Professor. The main criterion of interest to the selection committee is academic excellence in both research and teaching. Individual faculties or departments may specify particular areas of research in which candidates will be considered. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

Appointments under this special program will be either tenure-track or special shorter term appointments in accordance with the Collective Agreement between the University and the Queen's University Faculty Association.

Prior to submission of an application, applicants should contact the appropriate Department Head or Dean to determine the strategic areas in which files will be considered and for detailed information on the application process. Each completed application should include a curriculum vitae, a statement of current and prospective research interests and a statement regarding teaching interests and experience. Applicants should also supply information concerning any interruptions in their academic careers. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is October 10, 2008 for decisions in January 2009.

Applications and letters of reference should be sent to:

The Head of the Department, Faculty or School of the applicant's field(s) of study,
Queen's University, Kingston, Ontario, Canada, K7L 3N6.

All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

CAUT Ad Hoc Investigatory Committee Report

The Termination of Dr. Colin Wightman by Acadia University

In September 2007, Dr. Colin Wightman, a tenured professor at Acadia University and Director of the School of Computer Science, was fired by that University "in all capacities." This included both as Director and as a tenured full professor. The matter was referred to the Canadian Association of University Teachers (CAUT) initially when the Acadia University Faculty Association took his dismissal as a tenured full professor to arbitration and subsequently when the arbitrator ruled the union could not represent Professor Wightman as he did not immediately return to the bargaining unit on the termination of his administrative appointment. Whether a member of the bargaining unit or not, a tenured professor cannot legitimately be dismissed without regard for due process and just cause. As that is what allegedly happened to Professor Wightman, the termination of his tenured position appeared to be in contravention of the conventional understanding of tenure at Canadian universities as reflected in the CAUT Policy Statement on Tenure.

CAUT appointed an Ad Hoc Investigatory Committee in March 2008 to examine the termination of Dr. Wightman by Acadia University [A.1.1; A.1.2], to determine if the termination was for just and sufficient reasons, and if it was done through procedures that ensured fairness before a properly constituted and independent tribunal.

In order to ensure accuracy, this report identifies documentary evidence (which is listed in Appendix A) in parenthesis after the relevant statement. Verbal evidence is identified as such.

1. Dr. Colin Wightman

In 2006, Dr. Wightman left a tenured appointment at Minnesota State University (Mankato) [A.2.1] to accept "tenured position (#20308) at the rank of Full Professor" and directorship of the Jodrey School of Computer Science at Acadia University. The tenured position falls within the definition of "a professorial position" under the *Eleventh Collective Agreement*. The letter of appointment from President Dinter-Gottlieb clearly identified the salary on the faculty scale (placement on the salary grid at step 10) and indicated that the directorship carries a further administrative stipend of \$5,000.00. [A.2.2]

The terms of the letter used vocabulary such as "join the faculty" and "academic appointment." The appointment as director was for a six-year term, with the possibility of renewal. The letter of appointment refers to the *Eleventh Collective Agreement* between Acadia University and the Acadia University Faculty Association. [A.2.2; A.5.1]

The CAUT Ad Hoc Investigatory Committee (hereafter "the Committee") examined e-mail correspondence between Dr. George Iwama, chair of the

Selection Committee, and Dr. Wightman. [A] In the view of the Committee, the intention of the appointment was to convey tenure. Dr. Wightman, in an interview with the Committee, indicated that he would not have accepted the appointment at Acadia had it not conveyed tenure. [W]

In May 2007, Dr. Wightman was appointed Acting Dean of Pura and Applied Science for a twelve-month period. Terms used in the letter of appointment included the phrase "professorial salary" and noted that there would be an administrative stipend of \$1,000.00 per month. [A.2.3] Around the same time, Dr. Wightman was named chief negotiator for the University's team for the pending contract negotiations with the Faculty Association. [A.3.1]

It is clear that Dr. Wightman was a rising star in the Acadia firmament. The deanship and role as negotiating team member suggest that Acadia University was serious about using his talents and retaining his services.

2. The Incident

In April 2007, Dr. Wightman engaged in a one-time fantasy sex encounter with a young woman. The encounter involved some elements of bondage. The encounter was arranged over the internet, using computer equipment owned by Dr. Wightman and through his personal IP provider. The woman in question was over the age of 18. The circumstances were consensual. And there was no connection between the woman and Acadia University. In sum, this was a personal and private event. [W]

Following this encounter, and unbeknownst to Dr. Wightman, the woman laid an accusation of sexual assault with the Royal Canadian Mounted Police (RCMP). On June 19, 2007, the RCMP in New Minas contacted Dr. Wightman as part of their investigation. [W] They seized his personal computers, BlackBerry, and a password-protected memory stick. [A.3.5; W]

The RCMP did not perceive a need to examine Dr. Wightman's Acadia laptop and at the time were not about to contact Acadia. Dr. Wightman was detained at the New Minas detachment while the search warrant for his computing equipment was executed; he was released between 2:00 and 3:00 a.m. on June 20. No charges were laid. [W]

Early the same morning, Dr. Wightman contacted the University President, Dr. Dinter-Gottlieb, whom he reached by cellphone. He also reported to Glenn Hirschfeld, Director of Human Resources at Acadia University. Both Acadia officials, according to Dr. Wightman, expressed astonishment but were calm about his news. Dr. Wightman contacted Acadia because he felt a need to be open and honest with the University administration, to protect the reputation of the University should the investigation become

public. He felt that news of this sort, especially involving an Acting Dean, would be damaging. In his communication, Dr. Wightman asked that he be placed on administrative leave and be requested to remain off-campus until the investigation was completed. [W] A letter to this effect was provided by Dr. Tom Herman (Acting Vice-President Academic) on June 22; the letter makes reference to the "police investigation" and not to the substance of the investigation. [A.3.2]

In his conversation with Glenn Hirschfeld, Dr. Wightman also requested a referral to a mental health therapist. In his interview with the Committee, Dr. Wightman noted that he was motivated to understand how he could have got himself into such a situation that could so drastically affect his family and professional career. Hirschfeld recommended a therapist and Dr. Wightman began therapy immediately. [W]

One week later, and "in the light of [his] absence from campus," Dr. Wightman's appointment as Acting Dean of Pure and Applied Science was suspended in a letter from Dr. Herman. [A.3.3]

For the next two months, Dr. Wightman was at home pending the outcome of the police enquiry. No word was received from Acadia or from the police. In mid-August, looking toward the start of the academic year, Dr. Wightman contacted the Director of Human Resources who indicated that Acadia preferred a "wait and see" attitude, not wishing to bring someone back too soon or (in Dr. Wightman's words) "terminate somebody and it was later found that the person was innocent." However, Hirschfeld noted that the RCMP investigation had "raised some concerns" at Acadia; he anticipated that a meeting with himself, the Vice-President Academic and Dr. Wightman would be needed. [W]

In mid-August, Dr. Wightman's lawyer contacted the RCMP for a status report. On August 23rd, the police reported that their examination of computers, BlackBerry and protected thumb drive was almost complete. They "[did] not anticipate any criminal charges against Mr. Wightman." [A.3.5] Armed with this report, Dr. Wightman contacted Hirschfeld at Acadia with a request to restore his Acadia e-mail and Acadia laptop, so that preparations for the fall term could begin. In response, Hirschfeld indicated that Acadia would be looking through the laptop as part of a "small internal investigation." [W] The Committee notes with concern that this "internal investigation" runs counter to Acadia's pledge in the Collective Agreement "to respect the privacy of Employees in the proper use of Acadia's computer facilities." [A.5.1, s.17.15] Acadia did not contact Dr. Wightman prior to embarking on this "investigation" and only provided an indication of it after Dr. Wightman initiated contact. [W]

On September 7th, Dr. Wightman was asked to attend a meeting with Herman and Hirschfeld at Acadia at noon on September 10th. He was not advised in advance of the business to be covered. At this meeting, Dr. Wightman was presented with a letter terminating his "employment at Acadia University, in all capacities...effective immediately." [A.3.6] He was given the option to resign but was required to sign a "full and final release" that would absolve the Board of Governors at Acadia from any liability, would waive any recourse under labour standards or human rights legislation and would bind Dr. Wightman to secrecy in this matter and any other confidential matters with Acadia. [A.3.6; A.3.7; A.3.8] Dr. Wightman declined the voluntary resignation, and was required to relinquish his keys, Acadia identification, etc. He gathered up the documents and left the campus. [W]

3. The Termination Letter and Issues

What were the grounds for termination as set forth in the Acadia letter?

1. "...we have discovered from an analysis of your University laptop that you have been using our computer and facilities during working hours to engage in highly inappropriate communications of a sexual nature on chat rooms, etc. Such conduct is a serious violation of the University's policy on computing services..."

2. "...the conduct giving rise to [the Police's] ongoing investigation is utterly incompatible with the purpose, principles and operating imperatives

of Acadia University."

In addition, the letter refers to "the University's reputation," "a safe and morally appropriate institution of higher learning for...students who are mostly young adults," and "aberrant behaviour." [A.3.6]

The Committee notes with concern that Acadia did not provide full disclosure on the first point, and thus violated the principle of Article 22.00 of the *Eleventh Collective Agreement*, which prohibits the use of "anonymous material." [A.5.1, s.22.00]

4. Analysis

The Committee contacted both Herman and Hirschfeld to develop an accurate picture of Acadia's position and reasoning in this matter; both declined to meet with the Committee. [A.1.3; A.1.4] In absence of any direct information from Acadia officials, we have been forced to conclude that the grounds for dismissal centre on moral conduct and the abuse of university computing services. To this end, the Committee examined the public documents of Acadia University as well as the relevant *Eleventh Collective Agreement* to determine what rules, policies or principles might apply and what protocols were in place to deal with those who break them.

4.1 Labour practices

Under the Faculty Association Collective Agreement (article 37.10), "Directors of Schools are not...members of the Bargaining Unit" and "the conditions of employment for Directors of Schools are determined by the Board." To this end, Directors (even when appointed to professorial positions) do not receive many of the protections afforded elsewhere in the Agreement. [A.5.1]

The Committee examined the published Collective Agreements for other unions at Acadia to determine a common standard of practice for dismissal. The Faculty Agreement refers to discharge "for just cause," and uses phrases such as "notification in writing with reasons" and "documented disciplinary action." Of greater note is article 14.01, which indicates that discipline must be commensurate with the just cause. [A.5.1, s.14.01] The AUPAT agreement section T-2 specifies dismissal for "just cause," while the Service Employees International Union specifies "written reasons." [A.5.2] There are grievance and arbitration provisions to protect due process.

4.2 Computer policies

Policy number C-10: Computing Services (which was revised September 2001) sets out the operating rules. It employs general terms such as "responsible and ethical use" of computer resources, contains general statements such as "certain activities by users constitute abuse," but most importantly contains a complaint and appeal system, which specifies mechanisms for dealing with complaints. [A.4.4]

The guiding principles specify that computers are "for University use only." They further indicate that "University related work takes priority." [A.4.4] This phrasing implies that non-University work might be countenanced as long as it does not interfere with the primary objective. Computers may not be used for "illegal activities and harassment" or to send nuisance, abusive or obscene messages. [A.4.4]

The seventh bullet under general principles specifies that "Breaking Acadia University published policies constitutes a break of employment conditions and/or academic integrity." [A.4.4]

The policy goes on to identify specific violations. These include "personal profitmaking activities," sending "nuisance, abusive, obscene, forged or anonymous messages to anyone...externally," or using network facilities "to harass other users." [A.4.4]

In order to determine how these computer policies work, the Committee interviewed a former director of computing services. The Committee was advised that new faculty and staff signed a form agreeing to honour "all University policies." However, while policies exist on paper, they are not administered stringently. In general, most forms of computer activity, whether related to academic work or not, were tolerated. This would encompass sending and receiving personal e-mail, e-commerce, and even use of Acadia accounts by non-Acadia personnel (e.g., spouses). Disciplinary action was taken only after a complaint was filed. In other words, there was no ongoing monitoring of the Acadia network to track violators. In general, Acadia University was aware of non-work activity occurring on university accounts but did not actively intervene to deter such activity. [B]

What sorts of action drew attention? Torrenting (the downloading or uploading of large volumes of data), stalking, and harassing behaviour resulted in intervention. However, in every instance, the individual was confronted, asked to modify behaviour, and (in the event of non-compliance) disciplined. [B] Acadia University operated reactively, responding to a complaint. There is no evidence in the Wightman case of any complaint being made in regard to his computer use.

4.3 Codes of conduct

There are two policies which provide guidelines for over-arching conduct. Policy C-7: Code of Conduct appears to refer to conflict of interest in dealing with individuals outside the University. However, it does note that no employee shall "engage in community or personal activities in which there could be a conflict with the best interest of the University." The policy further specifies that any employee who feels that he or she might be in such con-

flict must disclose the circumstances. [A.4.1]

In Acadia's Strategic Plan (adopted 2006), the section on "Values" contains the following: "a strong consistent sense of social consciousness, responsibility, equity and ethics. Acadia's students, faculty, and staff hold themselves to high standards of personal and academic conduct."

However, elsewhere in the same document reference is made to diversity, the respect for "contrasting views" and liberal education. [A.4.7]

5. Relating Termination and Policies

At this point it is crucial to realize that the withdrawal of tenure from a full professor (and especially one on whom a university has conveyed a directorship and then a deanship) requires an extraordinary breach of working conditions.

5.1 Moral issues

Acadia University makes allusions in its letter of termination to moral and sexual behaviour. [A.3.6] In the view of the Committee, Acadia has lost sight of the personal and private nature of Dr. Wightman's behaviour. There was no connection between the actions giving rise to the police enquiry and Acadia. In fact, had Dr. Wightman not been overly honest by informing Acadia officials about the enquiry, it is unlikely that Acadia would have known anything. In this regard, Dr. Wightman is being punished for honesty.

Acadia's moralistic tone in declaring Dr. Wightman's actions "utterly incompatible with the purposes, principles and operating imperatives of Acadia University" [A.3.6] is not borne out by any existing policies. Neither the Code of Conduct nor the Strategic Plan makes more than general reference to responsibility, leadership and ethics. [A.4.1; A.4.7] That an individual's private activity could be labelled a violation of a university policy opens the door to any manner of terminations based on behaviours of which the university might disapprove. That the police exonerated Dr. Wightman at the end of their enquiry seems to be irrelevant to Acadia.

Acadia labels Dr. Wightman's sexual activities as "aberrant behaviour." [A.3.6] While the literal meaning of aberrant is "departing from the right, normal or usual course," it is more often read in the context of a momentary or temporary lapse. Dr. Wightman's request for and pursuit of therapy suggests such an interpretation. For any university to extinguish tenure based on a "one strike and you're out" policy severely undermines the principle of tenure, especially that supported by CAUT. [A.1.1] Were Dr. Wightman to study sexual activity or bondage in the context of psychology, criminology, or history, his activity would be covered by "Academic Freedom" and protected. But, according to Acadia, the nature of his personal sexual activity, although engaged in on his home computer and not involving anyone at Acadia, is university business, can be judged as aberrant and is punishable by immediate termination. The University has no place in the personal sex life, cyberspace, or private affairs of its professoriate. Its right to regulate the workplace does not extend to the home.

5.2 Computer issues

Acadia also censures Dr. Wightman for violating the University's computing policies. This is based on "an analysis of [his] University laptop." [A.3.6] It is unfortunate that the University's letter does not provide detail. Dates, times, volumes of activity relative to other online activity — all are missing. Dr. Wightman admitted to the Committee that he had used his university-supplied laptop to enter chat rooms, but access to a chat room and sending messages within one are scarcely grounds for dismissal. [W] There is no evidence of disciplinary action on Acadia's part and no adherence to the University's own printed computing policy, which specifies a complaint and appeal procedure.

The RCMP had possession of Dr. Wightman's Acadia laptop for an extended period during its investigation, but did not find actionable material after a thorough forensic audit. [A.3.5] Yet Acadia, which had the laptop returned on or about the 30th of August, alleges sufficient evidence for termination based on chat room communication, after a one-week investigation. The Committee wonders how this is possible. The former director of computing services questioned whether there were sufficient forensic skills at Acadia to perform the type of audit required to substantiate the claims made by the University. While it might be possible to log connections between the Acadia server and a chat room, determining the content of the connection and chat message is improbable. Acadia appears to accuse Dr. Wightman on the basis of circumstantial evidence and mere disapproval, without providing detail or soliciting explanation.

5.3 Due process

In no cases can we find an Acadia process through which an employee is called to a meeting with the Vice-President Academic, given no advance notice of the content, and fired. In the meeting between the Vice-President, the Director of Human Resources and Dr. Wightman, there is no evidence that Dr. Wightman was offered an opportunity to bring an observer or other representative. There is no evidence that he was given an opportunity to prepare or rebut the arguments proposed by the employer. There is no evidence that the employer was willing to hear explanations, but there is evidence that the only "just cause" the employer was willing to provide was that cited in the letter of termination.

The Preamble to the *Eleventh Collective Agreement* specifies "equity in the treatment of Employees through fair procedures which are published for all Employees." [A.5.1, Preamble] In Acadia's negotiated positions with other employee groups on campus, it adheres to a careful dismissal process. Here it is important to recall that disciplinary measures in dealing with faculty members are to be "commensurate with the just cause." [A.5.1, s.14.01] In the case of dismissal of faculty members, there must be a formal meeting involving the faculty union, representatives of the person being disciplined, and university officials. The possibility of proceeding to arbitration exists. The termination meeting in the office of the Vice-President Academic scarcely acknowledges such processes.

In the case of Directors of Schools (Article 37.80), "the Board may request a review of the performance" of an incumbent. This requires striking a review committee to advise the Vice-President Academic. [A.5.1] It is not countenanced in this article that a review can be mandated by the Director of Human Resources or by the Vice-President Academic acting alone. To this end, the termination followed neither the process for faculty (which we would anticipate would apply to a tenured full professor) nor the process for Directors.

Acadia University Professional, Administrative and Technical Staff (AUPAT) do not enjoy any protection. However, the Service Employees International Union specifies a process of "progressive discipline" in which the employee is notified in advance, in writing, with written reasons and relevant dates. This process countenances a grievance and arbitration process. [A.5.2]

The Committee notes that, in February 2008, the Acadia University Faculty Association and the Board of Governors signed a memorandum of understanding amending the Collective Agreement for faculty to incorporate protections and processes to govern the dismissal of Directors of Schools and similar officials. [A.6.1] Had these processes been followed in the case of Dr. Wightman, it is highly unlikely that he would be engaged in a civil suit against Acadia University for wrongful dismissal.

The Ad Hoc Investigatory Committee concludes that Acadia University has not adhered to the tenets of the CAUT Policy Statement on Tenure, to wit: "The word tenure and its derivatives mean that such an appointment can only be terminated for just and sufficient reasons, which are limited to the areas of financial exigency or of grave misconduct, and which must be proved through procedures that ensure fairness before a properly constituted and independent tribunal." [A.1.1]

Acadia University is visiting its ultimate punishment — termination — on a tenured faculty member who was honest enough to draw attention to a problem, arising from his personal life, which might affect his university. Dr. Wightman had no obligation to be as open as he was. He personally initiated measures to deal with the problem. He was cleared by the police, who engaged in a lengthy investigation, and there appears to be no residual impact on Acadia. In this light, it would appear that the University has overreacted, jumped the protocols of due process and dismissed an employee without the standard burdens of proof it applies in other employment contexts.

Acadia University's behaviour in this matter should cause grave concern for both present employees not covered by collective agreements and for future appointees who might be excluded from bargaining units. While unionized employees are protected by processes involving grievance, arbitration and fair hearings, administrative employees seem to be subject to the exercise of "management rights" expressed in one

document as serving "at the pleasure of the Board". The termination of any employee who is innocent of criminal behaviour but of whose personal beliefs and behaviours the administration might disapprove is an extraordinary breach of employer-employee relations. It reflects management practice of an era most organizations consider long gone, and with good reason.

6. Recommendations

The Memorandum of Understanding between the Acadia University Faculty Association and the University, signed in February 2008 in concluding the Wightman grievance and arbitration process, puts in place provisions that protect future faculty members who might be out of the bargaining unit from the treatment visited on Dr. Wightman.

This does not change the fact that Acadia University's treatment of Dr. Wightman failed to respect the concept and nature of a tenured appointment. It does not change the fact that Dr. Wightman was treated without respect for due process and without providing him with more than generalities justifying his dismissal. It does not change the fact that no evidence was provided to show how Dr. Wightman's behaviour specifically violated policies of the University.

The Committee recommends that Acadia University restore Dr. Colin Wightman to his position as a tenured faculty member in the Jodrey School of Computer Science, including his appointment as Director of that School.

The Committee recommends that Dr. Wightman be compensated for his lost salary and benefits, including the stipend and benefits that would have flowed from his appointment as Acting Dean of Pure and Applied Science.

Respectfully submitted:

The Committee recommends that Dr. Wightman be compensated for his legal expenses in defending his right of tenure and his teaching position.

The Committee recommends that any reference to this termination (including documents that Acadia University might have prepared to defend its actions) be removed from Dr. Wightman's official files and employment record.

The Committee is sufficiently concerned about Acadia's behaviour in this instance, as to the processes it followed and the message it sends concerning that university's lack of respect for tenure, to recommend that CAUT consider censure in the event that the University does not implement the four preceding recommendations. It is essential that a message be sent not only to Acadia but to all Canadian universities that the principle of tenure is not to be trivialized. It is not the right of any Canadian university to dismiss tenured faculty simply because they are not in a bargaining unit.

G. Douglas Vaisey

Librarian for Reference and Research, Saint Mary's University

Dr. Andrew Wainwright

McCulloch Chair in English, Dalhousie University

June 2008

Appendix A. List of Documents and References

A.1 Administration of inquiry

- A.1.1 Letters of appointment (Wainwright, Vaisey)
- A.1.2 Letters of notification (Wightman, Herman)
- A.1.3 E-mails from Committee to Wightman, Brewster, and Hirschfeld, and responses to e-mails
- A.1.4 Fax to Herman and response

A.2 Appointment of Colin Wightman to Acadia and Acadia-related career documents

- A.2.1 Internet profile of C. Wightman, validating previous appointment at Minnesota State University
- A.2.2 Letter of appointment to Acadia
- A.2.3 Letter of appointment to position of Acting Dean of Pure and Applied Science, Acadia University
- A.2.4 E-mail correspondence between Dr. George Iwama (Selection Committee) and Dr. C. Wightman re: terms of appointment

A.3 Documents relating to the incident

- A.3.1 C. Wightman, *A rough chronology of the events related to the investigation of Dr. Colin W. Wightman*
- A.3.2 Letter placing Wightman on administrative leave
- A.3.3 Letter suspending appointment as Acting Dean of Pure and Applied Science
- A.3.4 Letter of August 29 from Wightman to Hirschfeld re: investigation
- A.3.5 Letter of August 23 from Royal Canadian Mounted Police to Wightman's lawyer (cited in A.3.4)
- A.3.6 Letter of termination, September 10, 2007, from T. Herman to C. Wightman
- A.3.7 Draft letter of resignation presented to Wightman at September 10, 2007 meeting
- A.3.8 Text of *Full and Final Release* presented to Wightman at September 10, 2007 meeting

A.4 Acadia University policies

- A.4.1 C-7 Code of Conduct
- A.4.2 C-8 Computer Accounts
- A.4.3 C-9 Computer Workstations
- A.4.4 C-10 Computing Services
- A.4.5 T-2 Term Appointments: AUPAT and Senior Administrative Positions
- A.4.6 T-3 Termination of Employment
- A.4.7 *Strategic Plan for Acadia: Personalized Education for a Complex World*
- A.4.8 *Appointment and Review of Senior Academic Officers, Guidelines for*

A.5 Collective Agreements (Acadia University)

- A.5.1 *Eleventh Collective Agreement between the Board of Governors of Acadia University and the Acadia University Faculty Association, July 1, 2003 – June 30, 2007*
- A.5.2 Excerpt from *Collective Agreement between the Board of Governors of Acadia University and Service Employees International Union, Local 902 (Acadia Campus), May 1, 2005 to June 30, 2008*
- A.5.3 Excerpt from *Terms of Employment for Acadia University Professional, Administrative and Technical Staff [AUPAT]*

A.6 Memorandum (academic administrative appointments)

Memorandum of Understanding between the Acadia University Faculty Association and the Acadia University Board of Governors concerning persons who currently hold academic administrative appointments at the University.

B. Kerri Brewster interview

Personal interview between the Committee and Kerri Brewster, former Director of Computing Services, Acadia University. Held at Wolfville, Nova Scotia, May 2, 2008.

W. Dr. Colin Wightman interview

Personal interview between the Committee and Dr. Colin Wightman. Held at Kentville, Nova Scotia, May 2, 2008.

CAUT
Canadian Association of
University Teachers

CAREERS CARRIÈRES

Leader, Dept. of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **ÉTUDES CANADIENNES/ÉTUDES QUÉBÉCOISES** — Université Carleton. L'École des études canadiennes de l'Université Carleton sollicite des candidats pour un poste de professeur adjoint menant à la permanence.

L'entrée en fonction est prévue pour le 1er juillet 2009. Premier institut du genre au Canada, l'école offre un environnement des plus favorables à l'étude, rigoureuse et novatrice de la société canadienne. Notre interdisciplinarité, à la fine pointe des tendances actuelles, crée un milieu idéal pour le développement de projets pertinents pour les professeurs et les étudiants. Les candidats pour ce poste doivent avoir une formation en études québécoises avec un intérêt de recherche portant sur les questions d'identité, de mémoire, de lieu et d'espace. L'enseignement et la recherche interdisciplinaires seront les tâches principales du candidat retenu. Il ou elle enseignera une gamme de cours, du premier au troisième cycle, de notre introduction aux études canadiennes à notre séminaire de doctorat sur les théories et méthodes interdisciplinaires. Le candidat retenu assurera aussi la direction de mémoires et de thèses portant sur un large éventail de sujets. De plus, il ou elle développera un programme de recherche visant à promouvoir l'avancement de la discipline des études canadiennes par le biais de publications scientifiques. Bien que tous les cours de l'école soient offerts en anglais, le candidat doit avoir la capacité de travailler en anglais et en français. Les postulants doivent avoir complété leur doctorat ou être en phase

de rédaction finale, avoir un profil de recherches actif et une solide expérience d'enseignement. Les candidats intéressés sont priés de faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner et un exemple de publications à André Lefebvre, Directeur de l'École des études canadiennes, Université Carleton, 1125 Colonel By, Ottawa, Ontario, K1S 5S6. Tous les lettres de référence devraient aussi être envoyées séparément. La sélection initiale commencera le 1er octobre 2008 et continuera jusqu'à ce que le poste soit comblé. Tous les candidats qualifiés sont encouragés à soumettre leur candidature, cependant celles provenant de Canadiens et de résidents permanents seront considérées en priorité. Nous encourageons tout particulièrement les candidats qui contribuent à la diversification de notre corps enseignant, incluant les femmes, les minorités visibles, les Autochtones, les personnes handicapées et les personnes de diverses identités sexuelles. Cette position est sujette à l'approbation budgétaire.

■ **ÉTUDES INTERNATIONALES** — Collège universitaire Glendon, Université York. Le Département d'études internationales sollicite des candidatures pour un poste au rang de professeur/le adjointe conduisant à la permanence. Le Collège universitaire Glendon est la faculté bilingue (français/anglais) d'arts libéraux de l'Université York. Il offre une gamme de programmes en lettres et sciences humaines dans une atmosphère saine et stimulante. Son campus est situé en plein cœur de Toronto. Les fonctions de rédaction finale, avoir un profil de recherches actif et une solide expérience d'enseignement. Les candidats intéressés sont priés de faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner et un exemple de publications à André Lefebvre, Directeur de l'École des études canadiennes, Université Carleton, 1125 Colonel By, Ottawa, Ontario, K1S 5S6. Tous les lettres de référence devraient aussi être envoyées séparément. La sélection initiale commencera le 1er octobre 2008 et continuera jusqu'à ce que le poste soit comblé. Tous les candidats qualifiés sont encouragés à soumettre leur candidature, cependant celles provenant de Canadiens et de résidents permanents seront considérées en priorité. Nous encourageons tout particulièrement les candidats qui contribuent à la diversification de notre corps enseignant, incluant les femmes, les minorités visibles, les Autochtones, les personnes handicapées et les personnes de diverses identités sexuelles. Cette position est sujette à l'approbation budgétaire.

Le salaire initial sera fixé en fonction des qualifications et de l'expérience. La date d'entrée en fonction est le 1er juillet 2009. Tous les postes à York sont liés à une autorisation budgétaire de l'Université. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université à l'adresse www.yorku.ca/actionpositive ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, mille sera donnée aux personnes de citoyenneté canadienne ou détenant

le statut de résident permanent. Les demandes doivent inclure un curriculum vitae (au plus 2 pages), ainsi que la recherche et les tâches administratives. La personne choisie devra être rapidement admissible au titre de membre de la Faculté des études supérieures. Les candidats/les doivent être capables de démontrer un intérêt manifeste dans la recherche et l'enseignement en études internationales dans un contexte bilingue, interdisciplinaire et multiculturel, des études de doctorat en économie, avec spécialisation en économie internationale et en développement économique international, avec des publications et des projets de recherche en cours dans le domaine. Les candidats doivent être bilingues, français-anglais, et doivent pouvoir enseigner dans ces deux langues.

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■ **FILM ANIMATION** — Concordia University. Concordia University's Mel Hoppenheim School of Cinema invites applications for one tenure-track position in Film Animation. The School is Canada's largest university-based centre for the study of film animation, film production and film studies and enjoys a stellar reputation in film circles around the world. The animation program is seeking a creative animation filmmaker to teach at the undergraduate level, actively engaged in research and to filmmaker and perform administrative duties. They should possess an MFA and be familiar with a wide range of animation software (2D and/or 3D, cel animation and digital film). Subject to budgetary approval, we anticipate filling this position, normally and will continue until the position is filled. All applications should reach the department no later than November 17, 2008. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity. Please consult our website for further information and application instructions: <http://www.concordia.ca/about/cbs/faculty/ineerts>.

■ **FILM PRODUCTION** — University of British Columbia. The Department of Theatre and Film at the University of British Columbia invites applications for a tenure-track Assistant Professor in Film Production. Applicants should have professional experience in directing feature length and short fiction films. Experience in other areas related to film production such as screenwriting, editing, production design, cinematography would be an asset. Applicants must have substantial professional experience in directing fiction films. The successful candidate will be responsible for supervising MFA theses, and will be expected to maintain an active program of research (lectures and teaching) at the graduate and undergraduate levels. The successful candidate will teach in the Film Production Program's graduate and undergraduate degrees and will be responsible for supervising MFA theses, and will be expected to maintain an active program of research (lectures and teaching) at the graduate and undergraduate levels. The successful candidate will teach in the Film Production Program's graduate and undergraduate degrees and will be responsible for supervising MFA theses, and will be expected to maintain an active program of research (lectures and teaching) at the graduate and undergraduate levels.

■ **FILM STUDIES** — Concordia University. Concordia University's Mel Hoppenheim School of Cinema invites applications for one tenure-track position in Film Studies. The School is Canada's largest university-based centre for the study of film animation, film production and film studies and enjoys a stellar reputation in film circles around the world. The successful candidate will hold a PhD and be expected to teach general and specialized film studies courses at the undergraduate and graduate levels as well as develop individual or group research projects in film and moving image studies. Additional responsibilities include teaching and administrative assignments. Subject to budgetary approval, we anticipate filling this position, normally and will continue until the position is filled. All applications should reach the department no later than November 17, 2008. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity. Please consult our website for further information and application instructions: <http://www.concordia.ca/about/cbs/faculty/ineerts>.

■ **FILM STUDIES** — Carleton University. Carleton University's Film Studies program invites applications for a tenure-track position at the rank of Assistant Professor beginning July 1, 2009. Applicants should have extensive knowledge of the following areas: 1) Canadian cinema, 2) European cinema, 3) historiography, and 4) moving image technologies. The successful candidate will be expected

DEAN FACULTY OF ARTS AND SOCIAL SCIENCE

Huron University College invites nominations and applications for the position of Dean, Faculty of Arts and Social Science, effective July 1, 2009.

Established by provincial act in 1863, Huron is the founding college of The University of Western Ontario and offers its degrees in partnership with Western. With an enrolment of 1,000 undergraduate arts and social science students, of which 10% are international, Huron is noted for the high calibre of its teaching and for its close-knit campus environment. As reported in *Maclean's* magazine, Huron scores at or near the top of Canadian universities in several categories of the National Survey of Student Engagement, including student-faculty interaction, enriching educational experience, and level of academic challenge. Huron faculty members are active researchers within their fields and compete successfully for research support with national granting councils.

The Dean of the Faculty of Arts and Social Science should have a proven record of academic leadership, program innovation, research and publication, and the fostering of teaching excellence. S/he should have an appreciation for the mission of a small liberal arts institution and should be able to function effectively in a leadership team. The Dean will be expected to play a key part in the continued internationalization of Huron, including both the curriculum and the student body. In his/her role overseeing academic support services, the Dean should be able to deal effectively with support staff and with the diverse needs of students.

The successful candidate will have a record of teaching excellence and scholarly publication in one of the departmental areas of Huron's Faculty of Arts and Social Science, consistent with appointment to the rank of tenured associate or full professor.

All qualified candidates are encouraged to apply; Canadian citizens and permanent residents will, however, be given priority.

Letters of application and nominations should be submitted by November 14, 2008, to:

Dr. Ramona Lumpkin, Principal
Huron University College
1349 Western Road
London, Ontario N6G 1H3

Applicants should include with their letter a curriculum vitae and the names of three references (who will not be contacted without the permission of the candidate).

Huron University College values its place in an interconnected world and desires to create a diverse and equitable employment and educational environment that recognizes the inherent worth and dignity of every person.

HURON
UNIVERSITY COLLEGE
OF WESTERN
WWW.HURONUC.CA



McGill

Assistant Professor in Cognition Department of Psychology

The Department of Psychology of McGill University seeks applicants for a tenure-track position as Assistant Professor in Cognition with an anticipated starting date of September 1, 2009.

We are interested in applicants studying issues in memory, attention, concepts, reasoning, problem solving, decision making, or development using human experimentation, modeling, and/or cognitive neuroscience techniques. The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal.

Review of applications will begin October 20, 2008 and continue until an appointment is made.

www.mcgill.ca

Applicants should present evidence of the ability to establish a record of significant, externally-funded research and are expected to have an aptitude for both undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below.

A curriculum vitae, description of current and proposed areas of research, selected lists of published or in-press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to:

Chair, Cognition Search Committee
Department of Psychology
McGill University
1205 Dr. Penfield Avenue
Montreal, Quebec, Canada H3A 1B1

All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment.

Alberta CANCER BOARD

RESEARCH SCIENTIST AND UNIVERSITY FACULTY POSITION

Experimental Oncology Cross Cancer Institute Edmonton, Alberta

Applications are invited for a position as Research Scientist in the Division of Experimental Oncology at the Cross Cancer Institute (CCI) and as a faculty member at an academic level in the Division of Experimental Oncology in the Department of Oncology at the University of Alberta (U of A) commensurate with the applicant's experience. The CCI, operated by the Alberta Cancer Board (ACB), is the comprehensive cancer treatment and research facility serving Edmonton and Northern Alberta. The Department of Oncology at the U of A is located primarily at the CCI and has seven academic Divisions: Experimental Oncology, Medical Oncology, Medical Physics, Palliative Medicine, Radiation Oncology, Oncologic Imaging and Surgical Oncology.

Applicants require a Ph.D. or other doctoral degree and must have an established research program, or have demonstrated outstanding potential to develop a research program, in the general research areas of cancer development, progression and treatment. Research areas of particular interest include: animal tumor models and tumor imaging; normal tissue responses to cancer treatment; cell biology including cell signalling, receptor biology, and apoptosis; genomics and epigenomics; basic and translational research in targeted tumor sites; and computer modelling and systems biology. The successful candidate will devote approximately 75% of their time to research and will be expected to apply for career and establishment funding from provincial and national agencies. The initial appointment will be for a 4-year term and remuneration will be in accord with the U of A salary scale. Laboratory and office space will be in the 40,000 square ft research wing of the CCI with access to excellent multi-user facilities, including flow cytometry, confocal and live cell imaging, transmission electron microscopy, small animal experimentation including animal holding and imaging facilities (small animal PET, 9.4 T MRI), automated DNA sequencing, recombinant DNA technology, microarray technology, tumor banking, and proteomics, genomics and metabolomics initiatives. Information on the research programs of Experimental Oncology can be found at the Department of Oncology website (<http://www.ualberta.ca/oncology>).

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada although others are encouraged to apply. The University of Alberta and the Alberta Cancer Board hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The CCI is a smoke-free workplace. Applicants should submit their curriculum vitae, a synopsis of previous and proposed research, and list of three referees as a single PDF file to Dr. David Murray, Director, Division of Experimental Oncology at davem@cancerboard.ab.ca. Applications will be reviewed as received until an appointment is made.



UNIVERSITY OF
REGINA

CAREERS CARRIÈRES

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federal colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS

Tenure-Track Positions

In the Departments of Economics, English, International Studies, Journalism, Political Science, Psychology, and Sociology & Social Studies

Term Positions

In the Departments of French, International Languages, Journalism, and Sociology & Social Studies

FACULTY OF BUSINESS ADMINISTRATION

Tenure-Track Positions

In the areas of Accounting/Taxation, Business Ethics, Finance, Human Resource Management/Organizational Behaviour, International Business, Marketing, and Operations Management

FACULTY OF FINE ARTS

Tenure Track Position

In the Department of Music

FACULTY OF SCIENCE

Tenure-Track Position

In the Department of Biology (Microbiology)

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment

UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

A successful candidate would be an asset. The successful candidate will teach undergraduate and/or graduate courses in the field of specialized French literature and/or specialized courses at the undergraduate level. He or she will be expected to maintain an active program of research and to supervise students who will complement existing strengths within the Department and in the Philosophy, History, French Studies, Comparative Literature, and Art History. A completed PhD in French literature or French language and French Literature is required. Candidates must have native or near-native fluency in French. We are particularly interested in those English- and are expected to demonstrate potential for high quality research and teaching at the graduate level. Areas of interest. Applicants must include: a letter of application, a curriculum vitae, a description of research interests, a list of references, and evidence of teaching effectiveness, a sample of written work, and three confidential letters of reference (one under address cover) DR the names and addresses of these references. Applications and inquiries should be sent to: Dr. Robert J. Mayne, Professor and Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 2140 East Mall, Vancouver, BC, Canada, V6T 1Z1. Phone: 604-822-5754; Fax: 604-822-6675; E-mail: mayne@unixg.ubc.ca. Applications and inquiries must be received by December 1st, 2008. Emailed applications will not be accepted. The successful candidate will be expected to be committed to employment equity. We encourage all qualified candidates to apply, however, Canadians and permanent residents will be commensurate with qualifications and experience. For more information on the position, please contact the Department Head.

■ **FRENCH** — Brock University: The Department of Modern Languages, Literatures and Cultures is seeking a full-time, permanent position for a probationary tenure stream appointment in French at the rank of Assistant Professor. The successful candidate will be required to final budgetary approval. The successful candidate must have a PhD in French Studies, publications and/or relevant research experience in the following areas: Franco-Canadian Studies, Medieval and Renaissance Studies, Morphology and Linguistics, or French Literature. Experience in teaching the French language at the undergraduate level will be necessary. The successful candidate will be expected to teach and coordinate language courses in French. We seek an excellent candidate who will complement existing strengths and contribute to the Department and participate in the new MA Studies program in Comparative Literatures and Arts Program. Native or

[illegible]

Lamoniadis, Professor and Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, BC, Canada, V6T 1N2; Phone: 604-822 5746; Fax: 604-822 6675; E-mail: his.ital@its.ubc.ca. Completed applications must be received by December 31st, 2008. Emailed applications will not be accepted. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Salary will be commensurate with qualifications and experience. For more information on the department, visit www.his.ubc.ca.

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■ **GEOGRAPHY** — York University. York University's Department of Geography, Faculty of Liberal Arts & Professional Studies, invites applications for a Physical Geographer to take on a tenure-stream appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

B GEDGRAPHY – York University, Department of Geography, Faculty of Liberal Arts & Professional Studies, York University invites applications for a tenure-track position in Physical Geography at the Assistant Professor level in Biogeochemical Processes. Details at <http://www.yorku.ca/geograph/>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/scadjojs/index.htm> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

GEOGRAPHY—University of Toronto. The Department of Geography and the Centre for Environment, University of Toronto, invites applications for a joint tenure-stream appointment in geography. The successful candidate will have a PhD in geography, with expertise in land use, energy, water, environmental policy, ethics, or governance but we encourage applications from all qualified individuals with environmental interests. The appointment will be for a 3-year period, with the first year beginning on July 1, 2009. Salary will be commensurate with qualifications and experience. The appointee will be expected to contribute to teaching in the Doctoral, Master's and Bachelor's programs in the Department of Geography and the Centre for Environment. The successful candidate must have a PhD in geography, environment or a closely related field, an established record of high quality scholarly research and publications, and a demonstrated commitment to environmental education. Inquiries concerning the position should be sent to:



President and Vice-Chancellor

Nipissing University provides an unparalleled personalized education through the integration of teaching, research, service, and global experiences in undergraduate, professional, and selected graduate programs. The University offers a student learning experience that is second to none in the Province of Ontario. The focus on student success has been confirmed by first-place ranking in numerous categories of the October 2007 *Globe and Mail's* annual *University Report Card* and the 2007 *Maclean's* *Graduate Survey*.

Nipissing sees its graduates as engaged citizens who are prepared for success in a knowledge-based economy and envisions the University as an engine for socio-economic development in Ontario, particularly in the Near North and Muskoka regions. Nipissing's commitment to providing an outstanding student experience within a collegial learning community is delivered through three Faculties. Arts & Science offers, through ten departments, a range of B.A. and B.Sc. degrees, and collaborates with the Faculty of Education for five-year concurrent B.A./B.Sc./B.Ed. degrees. Education also offers a one-year post-bachelor B.Ed., a Bachelor of Physical and Health Education, extensive additional professional qualifications, and a number of certificates and diplomas. The Faculty of Applied & Professional Studies offers degree programs through its Schools of Business, Criminal Justice, Nursing, and Social Development & Family Studies. Master's programs are offered in Education and History, and a number of additional programs are being planned. The University also encourages individual and collaborative research in all areas of faculty endeavour.

In 2007-08, there were 3,642 FTE undergraduate students, and 207 FTE graduate students. 233 FTE instructional

faculty, and 209 FTE administrative and support staff. The total operating budget for 2008-09 is \$5B million. For further information, please see www.nipissingu.ca.

Nipissing is in scenic and vibrant North Bay, Ontario. It shares some main campus facilities with Canadore College, including a library, cafeteria, bookstore, student centre and gymnasium, and with which it collaborates on a number of academic programs. Nipissing also has two regional campuses, located in Bracebridge/Muskoka and Brantford, Ontario.

The President is responsible for the overall leadership of the University. The successful candidate will bring a distinguished and inspired academic and administrative record; outstanding business, administrative, and communication skills; commitment to quality in teaching and research; and dedication to advancing the University's Strategic and Academic Plans and to maintaining Nipissing's reputation for providing an outstanding student experience.

The appointment will begin July 1, 2009. Nipissing University is an equal opportunity employer. All qualified candidates are encouraged to apply. Consideration of candidates will begin in September 2008, and will continue until an appointment is made. To ensure consideration, nominations, applications, or expressions of interest should be submitted in confidence by September 15 to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
nippres@jwasearch.com

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thyl@geog.utoronto.ca. Additional information on the Department of Geography can be found at <http://www.geog.utoronto.ca> and on the Centre for Environment at <http://www.environment.utoronto.ca>. Please submit your resume and cover letter to the following e-mail address: jobsite at www.jobs.utoronto.ca/faculty.htm. To access the site, select "View our current openings" and click on the "Faculty" link. 0800524, or keywords "geography and environment". If you are unable to use the online application system, please send your applications. These may be mailed to: Professor Virginia W. MacLaren, Chair, Department of Geography, University of Toronto, 597 North Street, Room 5047, St. George's Hall, 100 St. George Street, Toronto, Ontario M5S 1A5, Canada. Your resume should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and mailing addresses for three references. Applicants should also ask three references to write letters directly to Professor MacLaren. Please send your application by January 15, 2008. All materials must be received by November 14, 2008. The University of Toronto is an equal opportunity institution within its community and especially welcomes applications from visible minority persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversity of the University. We offer opportunities to work in many collaborative programs, including Aboriginal Canadian, ethnic/cultural, sexual diversity and gender studies. We encourage the faculty of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

GERONTOLOGY (RESEARCH CHAIR) – University of Waterloo. Applications are being accepted for the *McGill Research Chair in Aging* position. The successful candidate will be an Assistant or Associate Professor level in the Department of Psychology, with a strong research focus in dementia and dementia care. In the Faculty of Education, the successful candidate will be an Assistant or Associate Professor level in the Department of Educational Psychology, with a strong research focus in aging. This position offers an exceptional research opportunity with research funding, research support, and a reduced teaching load. The successful candidate will be appointed in one or both of the Departments of Recreation and Leisure Studies and Educational Psychology. The successful candidate will have a formal link with the RBC Research Chair in Aging and the RBC Research Institute for Aging (RIA; see <http://www.ria-mc.ca>). The successful applicant will be expected to supervise a number of researchers and educators working in the Murray Rieker Research and Education Centre for Aging and Health (see <http://www.waterloo.ca>). MAREP is an innovative program that adopts a partnership approach to research, research and educational activities in order to improve research practices and policies for individuals, families, and communities in Canada and globally. The RIA, a university affiliate which promotes research related to aging in both Canada and internationally, is a research center. RIA provides a vibrant environment, with opportunities for research in 8 established areas of research of care, and supports the translation of research to practice. The successful candidate will have strong competencies in social, behavioral, psychological and/or health care research, and in teaching undergraduate and graduate teaching, with a complex understanding of dementia studies, RBC research and academic discipline (such as Nursing, Social Work, Social Policy, Rehabilitation Science, or Adult Education). The preferred candidate will have a strong research focus in aging and dementia.

personnes handicapées, les membres des minorités visibles et les autochtones.

CAREERS CARRIÈRES

Queen's National Scholars program available from the Office of the Principal. Send application, curriculum vitae, and a sample publication, and ask three referees to write letters by October 10, 2009, to Professor Richard Greenfield, Chair, Department of History, Queen's University, Kingston, ON, K7L 3N6, Canada. Email: greenfieldr@queensu.ca

HISTORY – Saint Mary's University. The Department of History requires that the university advertise the following position beginning in June. The Department of History at Saint Mary's University invites applications for a tenure-track appointment at the Assistant Professor level in Modern Asian history, to begin July 1, 2009. Scholars whose research expertise focuses on any geographic region of Asia other than Japan are invited to apply. Candidates will be expected to possess research skills in an Asian language and participate in all levels of undergraduate teaching; an ability to teach a second Asian subject would be welcome. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and postdoctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for interdisciplinary programs across the Faculty of Arts, including Asian Studies, Women's Studies, Atlantic Canada Studies, and International Development Studies. We also enjoy a close relationship with the local museum and educational community. For further information visit our web page: <http://www.smu.ca/academic/arts/history>. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students to carry out research and disseminate its results, and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should send a curriculum vitae, evidence of teaching ability, a writing sample and contact information for three academic referees to the Acting Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3; fax: 902-420-5343; e-mail: history@smu.ca

Applications will be reviewed beginning October 1, 2009. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in Saint Mary's University Collective Agreement.

HISTORY – University of British Columbia. The Department of History, University of British Columbia (Vancouver) invites applications for a tenure-track appointment at the rank of assistant or associate professor in the history of pre-20th-century China from the Song period onward, effective 1 July 2009. Candidates must have a PhD (or be near completion), and are expected to provide evidence of innovation and excellence in research, as demonstrated by their published contributions or potential contributions to scholarship in the field. A strong commitment to teaching excellence at both the graduate and undergraduate level is also required. Candidates interested in the academic programs of the department should follow the Research Clusters link on our departmental website at www.history.ubc.ca/. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents will be given priority. This position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Applications should include a CV, a description of current and future research interests, evidence of teaching effectiveness, and letters of reference from three referees (under separate cover). Application materials should be received no later than 30 October 2009 and should be addressed to: Dr. Timothy Cheek, Chair, Search Committee, 20th Century International Relations, Department of History, University of British Columbia, 1297-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada.

HISTORY – University of British Columbia. The Department of History, University of British Columbia (Vancouver) invites applications for a tenure-track appointment at the rank of assistant professor in the history of international relations in the twentieth century, effective 1 July 2009. Candidates whose research expertise focuses on any geographic region of the world are welcome, but preference will be given to applications from scholars working on the history of the Pacific region, East Asia, and on such topics as international law, non-governmental organizations, transnational cultures, imperialism and post-colonialism, conflict and violence, or globalization. Candidates must have a PhD (or be near completion), and are expected to provide evidence of innovation and excellence in research, as demonstrated by their published contributions or potential contributions to scholarship in the field. A strong commitment to teaching excellence at both the graduate and undergraduate level is also required. Candidates interested in the academic programs of the department should follow the Research Clusters link on our departmental website at www.history.ubc.ca/. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents will be given priority. This position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Applications should include a CV, a description of current and future research interests, evidence of teaching effectiveness, and letters of reference from three referees (under separate cover). Application materials should be received no later than 30 October 2009 and should be addressed to: Dr. Timothy Cheek, Chair, Search Committee, 20th Century International Relations, Department of History, University of British Columbia, 1297-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada.

HISTORY – McMaster University. The Department of History at McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor in the History of South Asia. McMaster University is a research-intensive university. The successful candidate will have a PhD, and a clearly defined program of research, which will result in publication. Teaching will include advanced courses at the undergraduate and graduate level in the candidate's area of specialization, as well as participation in the teaching rotation for introductory courses in global history. The successful candidate will contribute to all aspects of the graduate program. The Department supervises PhD students working on the history of gender, war and society, health and medicine in Canada and 20th-century Europe, and is preparing a new field in the history of the British world. An application should include at minimum an application letter, a curriculum vitae, and samples of publications. Email or FAX applications will not be considered. Candidates also should arrange for three letters of reference to be sent by the application deadline, either by mail, email or fax. Applications received before 1 October 2009 will be assured of consideration. The starting date for the appointment is 1 July 2009. Inquiries and applications should be directed to: Professor Ken Cruikshank, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4L9. Email: crushank@mcmaster.ca; <http://www.humanities.mcmaster.ca/~history/>. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

HISTORY – McMaster University. The Department of History at McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor in the History of South Asia. McMaster University is a research-intensive university. The successful candidate will have a PhD, and a clearly defined program of research, which will result in publication. Teaching will include advanced courses at the undergraduate and graduate level in the candidate's area of specialization, as well as participation in the teaching rotation for introductory courses in global history. The successful candidate will contribute to all aspects of the graduate program. The Department supervises PhD students working on the history of gender, war and society, health and medicine in Canada and 20th-century Europe, and is preparing a new field in the history of the British world. An application should include at minimum an application letter, a curriculum vitae, and samples of publications. Email or FAX applications will not be considered. Candidates also should arrange for three letters of reference to be sent by the application deadline, either by mail, email or fax. Applications received before 1 October 2009 will be assured of consideration. The starting date for the appointment is 1 July 2009. Inquiries and applications should be directed to: Professor Ken Cruikshank, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4L9. Email: crushank@mcmaster.ca; <http://www.humanities.mcmaster.ca/~history/>. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

HISTORY – University of New Brunswick. Subject to budgetary approval, the Department of History in the Faculty of Arts at the University of New Brunswick (Fredericton) invites applications for a tenure-track appointment at the rank of Assistant Professor in Canadian History. The successful candidate will work in a small but dynamic department of diverse interests, with a superior teaching and research profile and a compellingly large graduate program. The successful candidate should be prepared to teach at the introductory level in Canadian history as well as to offer upper-level courses and seminars in areas of specialization. We welcome applications from all fields and periods, but the successful candidate should be prepared to participate in the supervision of graduate students in the history of Atlantic Canada and women's/gender history. The successful candidate will also contribute to the editorial work of the *Journal of Canadian Studies*. Candidates should have a completed PhD by the date of appointment (1 July 2009) and show promise of excellence in both teaching and research. Candidates should arrange to send a letter of application, curriculum vitae, supporting documents and three letters of reference to: Dr. Gary Waite, Chair, Department of History, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Further details of the position(s) can be obtained by e-mailing waite@unb.ca. The deadline for receipt of applications is 1 February 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principles of employment equity. We encourage all qualified candidates to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

HUMAN RIGHTS & EQUITY STUDIES – York University. York University's Department of Equity Studies, Faculty of Social Arts & Professional Studies, invites applications for a tenure-stream appointment at the rank of Assistant Professor, effective July 1, 2009. See our ad in this issue's Careers section.

INTERACTIVE DIGITAL MEDIA & TIME BASED ART – York University. York University's Department of Visual Arts, Faculty of Social Arts & Professional Studies, invites applications for a tenure-stream appointment at the rank of Assistant Professor, effective July 1, 2009. See our ad in this issue's Careers section.

INTERNATIONAL ENTREPRENEURSHIP – Dalhousie University. The Department of International Development Studies at Dalhousie University is seeking applications for a tenure-stream position in Social Development, at the rank of Lecturer/Assistant Professor. The position is commencing 1 July 2009, subject to budgetary approval. We are particularly interested in candidates with strong research and teaching interests in one or more of health, education, population, housing, and/or poverty alleviation as they relate to development. These interests overlap with research on the Millennium Development Goals, Global Social Justice and International Social Development, organization, and/or United Nations development. Applicants should have a demonstrated capacity for interdisciplinary approaches in their work. Disciplinary background and Area specialization are open, though candidates will be expected to contribute to the teaching of interdisciplinary core courses in Development Studies at the second, third, and/or fourth-year levels, and to teaching and supervision in a graduate program. Applicants must have a PhD or a PhD in hand, and will preferably have teaching experience and publications. Please include a letter of application incorporating a statement of teaching and research interests, curriculum vitae, sample publications, and a demonstration of teaching performance, and three confidential letters of reference forwarded under separate cover by the referees to: Dr. Trish Glasbeek, Chair, Department of International Development Studies, Dalhousie University, Halifax, NS, B3H 4H6. The deadline for receipt of applications is 15 October 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racialized persons, and women.

INTERNATIONAL ENTREPRENEURSHIP – York University. York University's School of Business is seeking applications for a one-tenure-stream position at the Senior Assistant, Associate or Full Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

INTERNATIONAL STUDIES – Glendon College, York University. The Department of International Studies invites applications for a tenure-track position at the rank of Assistant Professor. Glendon College is the bilingual (English-French) liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on a separate, midtown campus. Duties will include teaching at the undergraduate level, graduate teaching and supervision, research and administrative responsibilities. The successful candidate must be able to teach in English and French, and must be suitable for a permanent appointment to the Faculty of Graduate Studies. The successful candidate must demonstrate commitment to teaching and research in International Studies in a bilingual, interdisciplinary and multicultural context, hold a PhD in Economics, with specialization in international economic and international economic development, and have publications and current research projects in the field. Salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2009. All positions at York are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/careers> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applications, including a curriculum vitae and a scholarly writing sample, should be sent to the Chair, Department of International Studies, Glendon College, York University, 4800 Keele Street, Scarborough, Ontario, Canada M3J 1P3.



Provost & Vice-President, Academic

Brock University invites applications and nominations for the position of Provost & Vice-President, Academic.

Located at the centre of Canada's beautiful Niagara Peninsula in St. Catharines, Ontario, Brock University is the only Canadian university with the distinction of being part of a UNESCO Biosphere Reserve. With \$B5 full-time faculty and professional librarians, and an operating budget of \$20B million, the University offers strong undergraduate, graduate, and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 17,000. Brock University graduates continue to enjoy one of the highest employment rates of all Ontario universities. The University has seven faculties – Applied Health Sciences, Business, Education, Humanities, Mathematics and Science, Social Sciences, and Graduate Studies. For further information, please visit www.brocku.ca.

The Provost & Vice-President, Academic is responsible, in concert with the President, for providing leadership and direction to other members of the University's senior administrative team, including fellow Vice-Presidents, Associate Vice-Presidents, Deans, University Librarian, University Secretary, and Executive Directors of major administrative units. The Provost is ultimately responsible for all decisions relating to both the research and the academic mandate of the University, and will play a key role in continuing to make Brock a university in which strong undergraduate programs are increasingly complemented by a wide array of graduate programs and by research and innovation across the institution. He/she will work closely with the Vice-President, Research and the

seven Deans to expand Brock's graduate programs and research initiatives.

The ideal candidate will possess outstanding organizational, interpersonal, communication, and team-building skills to meet the needs of a growing and dynamic academic environment. The competencies required by the successful candidate include institutional leadership and vision, superior personal effectiveness, decisiveness, the ability to implement and support innovation and institutional growth, and the effectiveness to inspire and inform the University's internal and external communities.

Brock University is actively committed to diversity and to the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

The appointment will commence on July 1st, 2009. Consideration of candidates will begin in mid-October. Please respond or nominate candidates, in confidence, to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
brockprovost@jwsearch.com

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CAREERS CARRIÈRES

College, York University, 2275 Bayview Avenue, Toronto, Ontario, Canada M2N 3M6. Applicants should also arrange to have three letters of recommendation sent to their behalf, at least one of the references should address teaching. Closing date for receipt of application packages: October 15, 2008. Please note: Electronic applications will not be accepted.

■ ITALIAN/COMPARATIVE LITERATURE – University of Western Ontario. The University of Western Ontario, Department of Modern Languages and Literatures (http://www.uwo.ca/modlang/), invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in Comparative Literature and Italian to begin July 1, 2009. A PhD in Comparative Literature or Italian, a specialization in modern and contemporary Italian literature, expertise in literary theory, native or near-native fluency in Italian, a proven track record in teaching and an excellent scholarly profile are required. An interest in Second Language Teaching is an asset. Responsibilities will include undergraduate teaching in Italian language and literature, undergraduate and graduate teaching in Comparative Literature. Applicants should have thesis supervision in Comparative Literature. Send letters of application with curriculum vitae, transcripts, writing sample, and three letters of reference to: Melissa Adamson, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax: 519-661-4093. Applications must be received by November 1, 2008. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified persons and men, including visible minorities, aboriginal people and persons with disabilities.

J

■ JAZZ PERFORMANCE – York University. York University's Department of Music, Faculty of Fine Arts, is seeking applicants for the Peter Pearson Chair in Jazz Performance. A full-time, tenure-track position (rank open), effective July 1, 2009. See our ad in this issue's Careers section.

■ JEWISH EDUCATION/JEWISH STUDIES – York University. York University's Faculty of Education and Faculty of Liberal Arts & Professional Studies are seeking applicants for a joint tenure-track position at the Associate or Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

■ JEWISH EDUCATION/JEWISH STUDIES – York University. York University's Faculty of Education and Faculty of Liberal Arts & Professional Studies, invites applications for a tenure stream appointment at the Associate or Assistant Professor level, as the Roskitch Family Chair in Jewish Teacher Education, effective July 1, 2009. See our ad in this issue's Careers section.

L

■ LABOUR STUDIES – McMaster University. A tenure track joint appointment will be made in Labour Studies and another Social Sciences department related to the candidate's area of interest. By McMaster University at the Assistant Professor level commencing July 2009. Labour Studies is an interdisciplinary program, rooted in the Faculty of Social Sciences, which includes Anthropology, Economics, Health, Aging & Society, Political Science, Social Work & Sociology. Labour Studies is an interdisciplinary program that focuses on all forms of work (paid and unpaid) and links the work gender, race, class, and ethnicity. Areas of research include: labour markets, environment, aging, family life, the community and globalization. Labour Studies offers a full range of undergraduate degrees, an MA in Work & Society and has established educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students, and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out independent research programs leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities and persons with disabilities. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, racism, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society MA can be found on the Labour Studies home page at <http://sociocv.mcmaster.ca/labourstudies/>. Applicants should send a curriculum vitae, a statement of research interests and plans, a statement of teaching philosophy and a willingness to have three letters of reference sent to: Dr. Donald Wells, Director, Labour Studies Program, McMaster University, 1280 St. David Street West, Hamilton, Ontario, L8S 4M4. This application deadline is October 17, 2008. Labour Studies will only contact short listed candidates.

■ LATIN AMERICAN POLITICS/POLITICS OF THE AMERICAS – York University. York University's Department of Political Science, Faculty of Liberal Arts & Professional Studies, invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

■ LAW – University of Monrovia. Renewed well underway in the Faculty of Law at the University of Monrovia. As that process continues, the Faculty invites applications for two tenure-track appointments at the rank of Assistant/Associate Professor level (Position Nos. 06858/07826) to begin July 1st,

2009 or as soon thereafter. Candidates must have an advanced degree in Law, either a demonstration of exceptional potential for excellence in research and teaching. The Faculty encourages diverse and qualified persons to apply to the position, as well as applications from candidates in all fields of legal study. The Faculty is looking for individuals who are willing to contribute to student life in the Faculty, to the academic community and beyond. The University of Monrovia is a multicultural institution from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Faculty of Law at the University of Monrovia has approximately 300 undergraduate students and a small LL.M program. It is also home to the Aspi Char in International Business and Trade Law and the Desautels Chair in Private Enterprise and the Law. The University of Monrovia, the Province's only medical doctoral university, has a student population of approximately 26,000. Winnipeg is the capital city in the Province of Manitoba and offers excellent cultural and recreational amenities. Each application should include a Curriculum Vitae, a brief statement of current and prospective research interests, and information regarding teaching experience or potential. Applicants should send three letters of reference to: Dean of Law, University of Monrovia, 401 Sunset Avenue, Windsor, Ontario, N9A 3P4; fax: 519-253-3000, ext. 3161; Fax: 519-971-3686; Email: gebbett@windor.ca. For information on the University of Monrovia, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) from North America, call collect from elsewhere at 519-253-3000, ext. 3161; Fax: 519-971-3686; Email: recruitment@windor.ca.

■ LIBRARY – University of Windsor. The University of Windsor invites applications for a tenure-track Digital Initiatives Librarian position commencing January 1, 2009 or earlier. Essential qualifications include an MLS/MLIS degree from an ALA accredited or equivalent program in Library and Information Science is required. Rank will be commensurate with experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9A 3P4; fax: 519-253-3000, ext. 3161; Fax: 519-971-3686; Email: gebbett@windor.ca. For information on the University of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) from North America, call collect from elsewhere at 519-253-3000, ext. 3161; Fax: 519-971-3686; Email: recruitment@windor.ca.

■ LINGUISTICS – University of Victoria. The Department of Linguistics at the University of Victoria invites applications for an entry level tenure-track Assistant Professor in the Department of Linguistics beginning July 1, 2009. The time of appointment applicants are expected to have a PhD in Linguistics with a specialization in phonetics, and a secondary specialization in an area that builds on the department's strengths. The sub-area with the most compatible research interests is in the area of phonetics and phonology. Research interests should be commensurate with qualifications, teaching, and practical experience. Appointments will be effective July 1, 2009. A PhD or DBA (completed or near completion) is expected, preferably with excellent teaching and research experience. Outlets include research

and teaching. Candidates should have an excellent record of scholarly achievement and a commitment to excellence in undergraduate and graduate teaching. The responsibilities of this position include MA and PhD student supervision and teaching in our undergraduate and graduate programs. Our department has particular strengths in linguistic description and theory, speech production and perception, second language and applied linguistics research, community-based research, and languages of the Pacific Rim, including Asian and North American languages. We seek an individual with the ability to contribute strongly to the research profile of the department and its administrative functions. Collaborative, interdisciplinary research, teaching, and program development are also encouraged. Applicants should send, in hard copy, a letter of application, curriculum vitae, 2-4 publication samples, a teaching statement plus copies of teaching evaluations, and the names and e-mail addresses of three references. To: Dr. John Esling, Chair, Department of Linguistics, University of Victoria, PO Box 3045, STN CSC, Victoria, BC V8W 3P4, Canada; Phone: (250) 721-7422; Fax: (250) 721-7423; Email: esling@uvic.ca; Website: <http://www.uvic.ca/ling/>. The deadline for receipt of applications is 17 November 2008. The University of Victoria is consistently one of Canada's most highly ranked comprehensive universities. The Department of Linguistics has newly developed lab facilities and the services of a full-time programmer-consultant supporting our teaching and research missions. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with the University's recruitment requirements, Canadian citizens and permanent residents will be given priority.

■ LIBRARY – University of Windsor. The University of Windsor invites applications for a tenure-track Digital Initiatives Librarian position commencing January 1, 2009 or earlier. Essential qualifications include an MLS/MLIS degree from an ALA accredited or equivalent program in Library and Information Science is required. Rank will be commensurate with experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9A 3P4; fax: 519-253-3000, ext. 3161; Fax: 519-971-3686; Email: gebbett@windor.ca. For information on the University of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) from North America, call collect from elsewhere at 519-253-3000, ext. 3161; Fax: 519-971-3686; Email: recruitment@windor.ca.

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and teaching at both the graduate and undergraduate level. Please send 08/HRM applications by October 31, 2008 and December 15, 2008 for all others, a letter of application with curriculum vitae and three letters of reference to: Dr. Peter Palfy Vice-Dean, Academic, Rotman School of Management, 105 St. George Street, Toronto, Ontario, M5S 3G5; Fax: (416) 978-5813; E-mail: palfy@rotman.utoronto.ca. Interested applicants may also apply at: www.jobs.utoronto.ca/faculty.htm. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ MANAGEMENT SCIENCES (OPERATIONS RESEARCH) – University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time, professional appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering, computer science, or a related field. Individuals in any area of Information Systems are encouraged to apply, but we are particularly seeking those with interests in human computer interaction, data mining, telecommunications management or topics at the interface of operations research and computer science. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MSc, MSc and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Applications are to be submitted electronically at <https://www.mansci.uwaterloo.ca/OFAS/>. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, Uni-

versity of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: mjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ MANAGEMENT SCIENCES (OPERATIONS RESEARCH) – University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time, professional appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering or a field related to applied operations research. Current research thrust areas in the department include Energy, Healthcare, Logistics and Supply Chain Management and Optimization. Individuals in any area of Operations Research are encouraged to apply, but we are particularly seeking those with interests in stochastic processes and probabilistic modeling. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MSc, MSc and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Applications are to be submitted electronically at <https://www.mansci.uwaterloo.ca/OFAS/>. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, Uni-

versity of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: mjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.



PRESIDENT & VICE-CHANCELLOR

Brandon University is seeking applications and nominations for the position of President & Vice-Chancellor.

Brandon University is a leader in providing high quality education to a diverse population of over 3,000 full and part-time students in nationally recognized undergraduate, graduate and pre-professional programs in arts, sciences, education, music, and health studies. The University also offers innovative and award-winning outreach programs in a personalized learning environment. To learn more about Brandon University, please visit www.brandonu.ca.

The new President of Brandon University will be a talented and experienced academic administrator with the capacity to exercise leadership not only within the University, but also at the local, provincial and federal levels. The successful candidate will have exemplary interpersonal and communication skills, the highest level of integrity and a passion for the promotion and attainment of Brandon University's goal to enrich lives through education, research, and service. S/he will also bring a commitment to the mission and character of Brandon University; a record of successful fundraising; outstanding fiscal management skills, a determination to continue increasing the academic quality of the university, and an open, collaborative style.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brandon University is committed to the principles of equity in employment.

To learn more about this exciting opportunity, call Maureen Geldart or Alex Verdecchia at (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to info@thegeldartgroup.com. The Geldart Group, #403 – 3335 Cypress Place, West Vancouver, BC V7S 3J8



THE GELDART GROUP
Executive Search & Leadership Consulting

CAREERS CARRIÈRES

MARKETING – Saint Mary's University
The Department of Marketing at the Sobey School of Business, Saint Mary's University invites applications for a tenure-track position in Marketing at the rank of Assistant Professor. All specializations in Marketing will be considered with priority given to applicants with expertise in Advertising/IMC, Marketing Strategy, and Marketing Management or a closely related field, completed or near completion. The position will begin July 1, 2009. The appointment is subject to final budgetary approval. The Sobey School of Business at Saint Mary's University is a balanced teaching/research institution. It has the largest business program in the Atlantic provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. It is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 350,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and Department, please see our website at <http://www.sobey.smu.ca>. Applications from all nationalities are encouraged to apply; priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should mail their curriculum vitae, letter of application, teaching dossier, if available, university transcripts and the names and addresses of three references to the Chairperson, Department of Marketing, Saint Mary's University, Halifax, NS, B3H 3C3. Deadline for application is October 31, 2008.

MARKETING – University of Western Ontario. The Richard Ivey School of Business at the University of Western Ontario, London, is Canada's premier business school and is recognized worldwide for the quality of its management education and research. The School seeks candidates for Senior Associate/Professor, Assistant Professor, and Limited Term appointments in the area of Marketing. These positions are eligible to begin in July 2009. Applicants for a tenured Senior Associate/Professor appointment must have a PhD in Marketing in a related field (e.g., Psychology). A successful candidate will demonstrate an outstanding record of research productivity and impact. A proven successful teaching record is required, with excellence in MBA and executive education preferred. A demonstrated interest and ability to take a strong leadership role in the Marketing group is highly desirable. Applicants for a probationary (tenure-track) Assistant Professor appointment are expected to hold a doctorate degree or be near completion of the degree. A successful candidate will have prior teaching experience in research and teaching. Qualifications will include a demonstrated interest in and capacity to do publishable research, and a high level of teaching competence in MBA and PhD classes. Applicants for a non-tenure track, Limited Term appointment must have demonstrated capabilities in Marketing, through prior work experience or an academic teaching position. Ideally, the candidate holds a PhD degree. A successful candidate will demonstrate an outstanding record of marketing expertise and knowledge, with some prior teaching experience desirable. A demonstrated interest and ability to take on a strong service role in the Marketing group is highly desirable. These positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is September 30, 2008, although applications will be accepted until the positions have been filled. For information on how to apply, please visit our website at http://www.ivey.uwo.ca/FacultyCareer_Devp.htm. Email: tenurepositions@ivey.uwo.ca.

MARKETING – University College of the Fraser Valley. The Department of Business Administration has an opening for a currently enrolled in degree, diploma and certificate programs. The department focuses on helping students achieve their goals while maintaining consistently high academic standards. The department is committed to excellence in teaching, innovative programming, and developing local, national, and international partnerships. Visit <http://www.uccv.ca/basadmin> for information about UCCV's Business Administration department. The Department invites applications for a full-time Marketing faculty position commencing August 1, 2009 to January 2009. This successful candidate will teach lower and upper level courses in Marketing. The ideal candidate will possess the desire and potential to further develop business programs and marketing research initiatives within his/her area of expertise (a PhD or PhD near completion) in business with specialization in marketing required. Candidates must provide evidence of teaching excellence in an accredited post-secondary institution. Candidates with experience in one or more of the following areas of expertise (marketing communications, market research, marketing information systems or sales management) is preferred. Preference will be given to candidates with relevant research or consulting experience. Candidates are strongly advised to submit letters of reference by the closing date. The Selection Advisory Committee will begin reviewing applications on July 16, however the position will remain open until the desired candidate is appointed or resume including evidence of expertise relating to POSTING 2008 54-2: Employee Services, University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854-1538; Email: resumes@uccv.ca. Website: www.uccv.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UCCV will contact only candidates receiving an interview. We thank all applicants for considering UCCV for employment. UCCV is committed to the principle of equity in employment.

MATERIALS CHEMISTRY – York University
York University's Department of Chemistry, Faculty of Science and Engineering, invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

MATERIALS SCIENCE & ENGINEERING – McMaster University. The Department of Materials Science and Engineering at McMaster University is seeking qualified applicants for a tenure-track Industrial Research Chair in Mechanical Behaviour of Automotive Materials. The successful candidate will be an outstanding researcher, will be expected to play a leadership role in General Motors Canada Centre for Automotive Materials and will be required to meet the criteria for an NSERC Industrial Research Chair. The appointment will be at the Associate or Full Professor level, depending on the experience of the candidate. The position has been created as part of a major initiative in automotive materials funded by General Motors and the Federal and Provincial Governments. The successful applicant will have access to state-of-the-art facilities, substantial research funding and a broad network of researchers at McMaster with interests in materials and manufacturing processes for lightweight vehicles. McMaster University has a network of research institutes that provide stimulating interdisciplinary research opportunities, including the General Motors Centre for Automotive Materials and Corrosion, the McMaster Man-

ufacturing Research Institute, the McMaster Steel Research Centre and the Brockhouse Institute for Materials Research. The successful candidate will be expected to develop strong research activities that will attract external research funding, supervise graduate students and teach both undergraduate and graduate courses. Applicants must have a PhD in Materials Engineering or a closely related discipline. Registration or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. All other qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Salary is commensurate with qualifications and experience. Applications, including a CV, a statement detailing research and teaching interests and the names of three referees should be sent to: Faculty Selection Committee, Department of Materials Science & Engineering, McMaster University, JHE 357, 1280 Main Street West, Hamilton, ON, L8S 4L7; email: jamc@mcmaster.ca. Reference ID: 08409.

MATHEMATICAL & COMPUTATIONAL BIOLOGY & ECOLOGY – York University. York University's Department of Mathematics and Statistics, Faculty of Science and Engi-

neering, invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

MATHEMATICAL & STATISTICAL SCIENCES – University of Alberta. The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Mathematical Finance. This position is at the Assistant Professor level, but an appointment at a higher level may be possible under exceptional circumstances. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. We offer an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research being presently conducted in the Department is an asset but not a requirement. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). For more information about the Department, please visit our website at www.math.ualberta.ca. Applicants must hold a PhD degree or equivalent, and submit their curriculum vitae, a research statement, a teaching profile outlining experience and/or

interests, and at least three confidential letters of reference to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. Electronic submissions should be directed to chairs@math.ualberta.ca. The closing date for applications is November 2, 2008, or until a suitable candidate is found. Early applications are encouraged. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICAL & STATISTICAL SCIENCES – University of Alberta. The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Mathematical Biology. This position is at the Assistant Professor level, but an appointment at a higher level may be possible under exceptional circumstances. We seek an individual who will fit into our applied mathematical program (dynamic systems, differential equations, numerical methods, fluid dynamics, and probability), and who complements the Department's existing expertise in the mathematical modeling of cell biology, ecology, epidemiology, and physics. Candidates must have a PhD degree in Mathematics or

cognate discipline, an excellent research record in Mathematical Biology, strong communication and teaching skills, and leadership potential. Postdoctoral experience is normally expected. The successful candidate will develop an independent research program, supervise graduate students, and teach at both the graduate and undergraduate levels. We offer an excellent research environment with a normal teaching load of three courses per year. For more information about the Department, please visit our website at www.math.ualberta.ca. Candidates have the opportunity to join the Centre for Mathematical Biology and participate in its activities. For more information about the Centre for Mathematical Biology, see www.math.ualberta.ca/~mathbio. Applicants should submit their curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. Electronic submissions should be directed to chairs@math.ualberta.ca. The closing date for applications is November 2, 2008, or until a suitable candidate is found. Early applications are encouraged. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Science and Engineering offers a progressive, dynamic environment, and has over 155 faculty members. It has engaged in teaching and research activities for over 40 years. Further information about the Faculty can be found at: www.science.yorku.ca.

The following positions, to commence July 1, 2009, are subject to final budgetary approval. Applications for all positions should be addressed to the appropriate contact person specified under each listing, at: York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies.

Faculty of Science and Engineering TENURE-TRACK APPOINTMENTS

DEPARTMENT OF BIOLOGY Cardiovascular Physiology

Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of Cardiovascular Physiology. This position requires demonstrated excellence in research and a commitment to teaching at the undergraduate and graduate levels. Applicants must work in the area of cardiovascular physiology and must complement current research activities in the Department. Because of the synergy between Biology and Kinesiology, the successful candidate will also enjoy the possibility of teaching cross-listed courses especially at the graduate level. The successful candidate will have a PhD, post-doctoral experience and an outstanding research record, and will be expected to develop a strong, externally funded research program and contribute to teaching Biology related courses at the undergraduate and graduate levels.

Applicants should send (as hard copy, only) a curriculum vitae, an outline of their research plans, a statement of teaching philosophy and experience, and single copies of three publications, and arrange for three signed letters of reference to be sent by November 1, 2008, to: Chair, Physiology Search Committee, Department of Biology, 247 Farquharson Life Science Building.

Ecology and Evolution

Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of Ecology and Evolution. This position requires demonstrated excellence in research and a commitment to teaching at the undergraduate and graduate levels. Preference will be given to candidates using innovative approaches that will synergize with current research activities (e.g., pollination biology, conservation, biodiversity, climate change, sustainability, invasive species, etc.). The successful candidate will have a PhD, post-doctoral experience and

an outstanding research record, and will be expected to develop a strong, externally funded research program and contribute to teaching Biology-related courses at the undergraduate and graduate levels. York University is a leader in interdisciplinary science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon and expand the University's strengths and prominence in the areas of Sustainability, Climate, and the Urban Environment. In addition to this appointment, appointments will be made in the Faculty of Environmental Studies in the area of Urban Sustainability and Transportation Planning, in the Faculty of Education in the area of Urban Education, and in the Faculty of Liberal Arts & Professional Studies in the area of Physical, Biogeochemical Processes. The successful candidate will be expected to participate in this growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area.

Applicants should send (as hard copy, only) a curriculum vitae, an outline of their research plans, a statement of teaching philosophy and experience, and single copies of three publications, and arrange for three signed letters of reference to be sent by November 1, 2008, to: Chair, Ecology Search Committee, Department of Biology, 247 Farquharson Life Science Building.

Further information about the Department of Biology can be found at www.biol.yorku.ca/dept/

DEPARTMENT OF CHEMISTRY Materials Chemistry

Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of Materials Chemistry. Of particular interest would be an individual whose research builds on existing departmental

research strengths. The successful candidate will have a PhD, post-doctoral experience in a relevant area, and a demonstrated record of research achievement in intelligent materials or related fields. The successful candidate will be expected to develop a strong, externally funded research program and contribute to teaching Chemistry at the undergraduate and graduate levels.

Applicants should send (as hard copy, only) a curriculum vitae, an outline of their research plans, a statement of teaching philosophy and experience, and single copies of three publications, and arrange for three signed letters of reference to be sent by November 1, 2008, to: Chair, Materials Chemistry Search Committee, Department of Chemistry, 124 Chemistry Building.

Medicinal Chemistry

Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of Medicinal Chemistry of particular interest would be an individual whose research builds on existing departmental research strengths in Synthetic Organic and Biological Chemistry. The successful candidate will have a PhD, post-doctoral experience in a relevant area, and a demonstrated record of research achievement in the general area of Medicinal Chemistry. The successful candidate will be expected to develop a strong, externally funded research program and contribute to teaching Chemistry at the undergraduate and graduate levels.

Applicants should send (as hard copy, only) a curriculum vitae, an outline of their research plans, a statement of teaching philosophy and experience, and single copies of three publications, and arrange for three signed letters of reference to be sent by November 1, 2008, to: Chair, Medicines Chemistry Search Committee, Department of Chemistry, 124 Chemistry Building.

Further information about the Department of Chemistry, the University and details of the positions can be found at www.chem.yorku.ca.

CAREERS CARRIÈRES

the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICAL & STATISTICAL SCIENCES — University of Waterloo. The Department of Mathematical and Statistical Sciences at the University of Waterloo invites applications for a tenure-track position in the area of Mathematical Physics. This position is at the Assistant Professor level, but an appointment at a higher level may be possible under exceptional circumstances. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. We offer an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research being presented at the University of Waterloo. For more information, contact the Department of Mathematical Sciences at the University of Waterloo, 200 West Beaver Creek, Ontario, Canada L7R 4A6. E-mail: mathstat@uwaterloo.ca. Applicants must send a PhD Degree or equivalent, and submit their curriculum vitae, a research statement,

a teaching profile outlining experience and/or interests, and at least three confidential letters of reference to Arlene Parzola, Chair, Department of Mathematical and Statistical Sciences, University of Waterloo, 200 West Beaver Creek, Ontario, Canada L7R 4A6. E-mail: arlene.parzola@uwaterloo.ca. The closing date for applications is November 7, 2008, or until a suitable candidate is found. Early applications are encouraged. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo hires on the basis of merit. We are committed to the principle of equity in employment. We encourage diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICS — Wilfrid Laurier University. The Department of Mathematics at Wilfrid Laurier University invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 2009. To be considered, an applicant must possess a PhD (or be near completion) from an area of the mathematical sciences, must demonstrate superior ability and commitment to teaching, and have an active research program with strong potential for external funding. Applicants whose research lies in one or more areas of departmental focus will be given priority. The Mathematics Department is a dynamic part of the Faculty of Science, with leading researchers in many fields, including

Interdisciplinary areas. The Department offers undergraduate degrees in Financial Mathematics, an MSc program in Mathematics for Science and Finance, and hosts a Tier 1 Canada Research Chair in Mathematical Modelling. More details concerning the Department and its programs may be found at <http://www.wlu.ca/~wlu/math/>. Applicants should submit a curriculum vitae, research plan (documenting interests and experience), and contact information (address, telephone, and email) for at least three referees to Dr. Syd Bulman-Fleming, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. Fax: 519-884-9738. Electronic submissions are accepted, and should be sent to bulmanf@wlu.ca. Review of applications will begin on October 15, 2008, but applications received after that date may be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment must self-identify in confidence to the Dean of the Faculty of Science, Dr. Deborah MacLachlan, Wilfrid Laurier University, 725 University Avenue West, Waterloo, ON, N2L 3G5.

MATHEMATICS — University of Waterloo. The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CanDo_Dep/) at the University of Waterloo invites applications for two or more tenure-track faculty positions. Applicants should have research interests in one of the six main areas covered by the department: algebraic combinatorics, continuous optimization, cryptography, discrete optimization, graph theory and quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to seek out and participate in industrial collaborations, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted by closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to compopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

aged to apply; however, citizens and Permanent Residents of Canada will be given priority.

MATHEMATICS — University of Waterloo. The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CanDo_Dep/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in operations research. Successful applicants will be appointed to the Department of Combinatorics and Optimization at the University of Waterloo. There will be an opportunity to participate in research in the Centre for Applied Cryptographic Research and the nearby Perimeter Institute for Theoretical Physics. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to seek out and participate in industrial collaborations, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted by closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to compopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

aged to apply; however, citizens and Permanent Residents of Canada will be given priority.

MATHEMATICS & STATISTICS — McGill University. The Department of Mathematics and Statistics invites applications for as many as three tenure-track positions in applied mathematics. While appointments are expected to be made at the Assistant Professor level, applicants for a senior position will be considered. The search will be conducted in the area of differential equations (partial, stochastic and functional), and dynamical systems, with numerical analysis of differential equations as the top priority area. We are particularly eager to hear from candidates whose work combines theoretical and computational aspects, but also welcome candidates whose work is primarily analytic but driven by applications. Inquiries should be sent to the Department of Mathematics and Statistics, McGill University, 3605 University Avenue, Montreal, QC H3A 2K4, Canada. For further information about applications, visit <http://www.math.mcgill.ca/mathstat>. To ensure full consideration, complete applications including letters of reference should be received by November 30, 2008. After that date, applications will be considered on a rolling basis. We welcome applications from persons of all backgrounds, including persons with disabilities, women, persons of minority sexual orientations and gender identities, and others who contribute to further diversification. All qualified applicants are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

DEPARTMENT OF EARTH AND SPACE SCIENCE AND ENGINEERING

Space Science

Digital Media/Computer Graphics

Applications are invited for a tenure-track appointment at the Assistant Professor level in the general area of Computer Graphics with applications to animation and/or interactive 3D systems. The successful candidate will have a PhD in Computer Science, Computer Engineering or a closely related area, and a track record of excellence as a scholar, including outstanding research in developing technologies for digital media. The successful candidate will have expertise in computer graphic techniques. In innovating either fundamental rendering and/or animation techniques or novel methods for the integration of graphics and animation techniques in interactive systems that have their basis in augmented reality, geospatial data systems, and/or mobile/location media systems with expertise in human-computer interaction. The successful candidate will assume a key role in the cross faculty digital media research hub, Institute for Fine Arts, Faculty of Science and Engineering, York University in Learning Technologies. For more information, see www.digitallmedia.yorku.ca. Exceptional candidates in related fields (interactive systems and augmented reality) would also be considered. The successful candidate will be expected to develop strong, externally funded research programs, contribute to leading Computer Science and Engineering courses at the undergraduate and graduate levels, and engage with cross disciplinary research teams. York University is a leader in interdisciplinary science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon and expand the University's strengths and prominence in the areas of Arts, Media and Technology. In addition to this appointment, appointments will be made in the Osogodo Hall Law School in the area of Intellectual Property, Law and Technology, and in the Faculty of Fine Arts in the area of Visual Arts, Interactive Digital Media and Time-based Arts. The successful candidate will be expected to participate in this growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area, including opportunities around an existing consortium of industrial and academic partners existing in the Toronto region (CONCERT).

Applications should forward (as hard copy, only) a curriculum vitae, an outline of their research plans, single copies of three publications, and arrange for references from three referees to be sent by November 15, 2008, to: Chair, Search Committee, Department of Computer Science and Engineering, Room 1003, Computer Science and Engineering Building. For additional information, contact the Departmental Administrative Assistant, Clara Masaro at clara@cs.yorku.ca. Tel: 416-736-2100, ext. 33977.

Applications are invited for a tenure-track appointment at the Assistant Professor level in the field of Space Science. At York, Space Science involves the study of the atmosphere from space, which includes design and use of satellite instrumentation, analysis of satellite data, and related areas. The candidates' expertise should enhance the existing activities in Space Science at York University (see www.yorku.ca/esse/ for a more complete list) carried out within the Department. Candidates must have a strong commitment to research and teaching, and have a PhD in Atmospheric Science or a related field. The successful candidate will be expected to have or develop strong, externally funded research programs, and contribute to teaching at the undergraduate and graduate levels.

Applications should forward (as hard copy, only) a curriculum vitae, an outline of their research plans and single copies of three publications, and arrange for references from three referees to be sent by December 1, 2008, to: Chair, Search Committee, Department of Earth and Space Science and Engineering, Room 102, Petrie Science and Engineering Building.

DEPARTMENT OF MATHEMATICS AND STATISTICS

Mathematical and Computational Biology and Ecology

Applications are invited for a tenure-track appointment at the Assistant Professor level. Applicants in all areas of Mathematical and Computational Biology and Ecology will be considered, including Non-linear Dynamics of Disease Mechanism, Biological Invasion, Population Dynamics, Epidemiological and Ecological Modelling, Biomathematics and Health Informatics, Protein, Cellular and Physiological Modelling and Stochastic Biological Modelling. The successful candidate must have a PhD and a proven record of independent and collaborative interdisciplinary research. Research excellence and superior teaching will be an asset. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity in the Department and in Biological and Life Sciences across the University. York University is a leader in interdisciplinary science research and outreach efforts that enable partnerships between researchers and policy makers. To address the ever more complex and challenging issues facing both scholars and policy makers, the University sustains high quality empirical research informed by a diverse range of theory and methods. This appointment will build upon and expand the University's strengths and prominence in the area of Health Analytics and Health Informatics. In addition to these appointments, appointments will be made in the Faculty of Health in the areas of eHealth and

Health Informatics and Health Systems Research Methods. The successful candidate will be expected to participate in this growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area.

Applications should send (as hard copy, only) a curriculum vitae, an outline of their research plan and a description of teaching interests and arrange for three letters of recommendation (one of which should address teaching) to be sent directly by January 16, 2009, to: Applied Mathematics Search Committee, Department of Mathematics and Statistics, NS20 Ross. E-mail: apmath@mathstat.yorku.ca. Web site: www.math.yorku.ca/hiring

DEPARTMENT OF PHYSICS AND ASTRONOMY

FMRI Physicist/Biophysicist

Applications are invited for a tenure-track appointment in the field of Biophysics with expertise in fMRI, at the Associate or Full Professor level, depending upon experience. The Department is searching for a highly qualified candidate with an outstanding record in research and the ability to provide leadership to both the new fMRI facility at York (supported by the Centre for Vision Research) and the new Biophysics program (based in the Department of Physics and Astronomy). The successful candidate will be expected to contribute to leading Biophysics courses at the undergraduate and graduate levels and develop a strong, externally funded research program. The successful candidate must have a PhD in Biophysics, Physics, Medical Physics or the equivalent along with suitable post-doctoral experience.

Further information about the Department and the University can be found at www.physics.yorku.ca. Information about the Biophysics Program can be found at www.biophysics.yorku.ca.

The deadline for applications is December 1, 2008. Applicants should forward (as hard copy, only) a curriculum vitae, an outline of their research plans and single copies of three publications, and arrange for three reference letters to be sent to: Chair, Search Committee, Department of Physics and Astronomy, 128 Petrie Science and Engineering Building, Tel: 416.736.5249, Fax: 416.736.5516, E-mail: phas@yorku.ca.

York University is an affirmative action employer. The affirmative action program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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York University is an affirmative action employer. The affirmative action program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CAREERS CARRIERS

of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculty of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics. The successful applicant may be considered for an Associate Membership at the Independent Institute for Theoretical Physics (www.iitp.ca) and/or the Institute for Quantum Computing (www.iqc.ca) at the University of Waterloo. Applicants should send a curriculum vitae, including a statement of research interests and teaching philosophy, via email to em-position@math.uwaterloo.ca with "MP position" in the subject line. Applicants should also arrange to have at least three reference letters sent to this address. Alternatively applications and reference letters can be sent to K.G. Lamb, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is November 30, 2008. Applications received after this date will be considered until the position has been filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well

as the School of Computer Science. We maintain close ties with the Faculty of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics. The successful applicant may be considered for an Associate Membership at the Independent Institute for Theoretical Physics (www.iitp.ca) and/or the Institute for Quantum Computing (www.iqc.ca) at the University of Waterloo. Applicants should send a curriculum vitae, including a statement of research interests and teaching philosophy, via email to em-position@math.uwaterloo.ca with "MP position" in the subject line. Applicants should also arrange to have at least three reference letters sent to this address. Alternatively applications and reference letters can be sent to K.G. Lamb, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is November 30, 2008. Applications received after this date will be considered until the position has been filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well

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QUEEN'S UNIVERSITY

Kingston, Ontario, Canada

Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Accounting, Finance, Managerial Economics, Management Science, Marketing, Organizational Behaviour/ Human Resources, and Strategy/Business Policy/Innovation/ New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program attracts academically strong students with high leadership potential, and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. *BusinessWeek* ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world. The *Financial Times* (UK) ranks our open enrolment executive education programs #1 in Canada and #15 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowl-

edge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: business.queensu.ca.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca.

The effective date of the appointment will be July 1st, 2009, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Email: esullivan@uwaterloo.ca. The University of Waterloo will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant will be responsible for an engineering license in Canada or to apply for an engineering license with the Professional Engineers Association of Ontario. The salary will be commensurate with qualifications and experience in accordance with Canadian immigration policy. Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

MEDICAL CHEMISTRY – York University, York University's Department of Chemistry, Faculty of Science and Engineering, invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

MODERN CREEK HISTORY – York University, York University's Department of History, Faculty of Liberal Arts & Professional Studies, invites applications for a tenure-track appointment (rank open), effective July 1, 2009. See our ad in this issue's Careers section.

MODERN LANGUAGES & LITERATURES – University of Toronto, The Department of Slavic Languages and Literatures at the University of Toronto invites applications for a tenure-track Assistant Professor appointment in 19th Century Russian Literature beginning July 1, 2009. The successful candidate must have a PhD by the time of appointment. The candidate must show promise or significant achievement in research and publication in 19th Century Russian literature, and demonstrate excellence in teaching. North American teaching experience is highly desirable. We are interested in teaching undergraduate and graduate courses in 19th Century Russian literature (both in Russian and in translation). Excellent (native or near native) knowledge of Russian and English is expected with ability and willingness to contribute to the language teaching sequence. We encourage Assistant Professor level candidates, beginner to advanced, to apply. While

all areas of specialization are eligible, we are particularly interested in scholars of poetry, theatre, and the Golden Age. Interdisciplinary specialties are of interest so long as they are firmly anchored in 19th century Russian literature. Salary to be commensurate with qualifications and experience. Candidates are encouraged to apply online at the link below. Alternatively, candidates may send their applications in hard copy to the department. No mail applications will be accepted. Applicants are requested to send, either as attachments to their online application or as part of the hard copy package, a letter detailing their research and teaching interests, a curriculum vitae, a short writing sample, and to have three confidential letters of recommendation sent under separate cover to: Professor Christina E. Kramer, Chair, Department of Slavic Languages and Literatures, Alumni Hall, 121 St. Joseph Street, Toronto, Ontario, M5S 1J4. Completed dossiers should be received in the department by October 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of its staff. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. For more information about the Department of Slavic Languages, please visit our home page at <http://www.utoronto.ca/slavic/>. Apply Online at <http://www.jobs.utoronto.ca/faculty.htm>

MULTIMEDIA – McMaster University, The Department of Communication Studies and Multimedia at McMaster University invites applications for a tenure-track appointment in the Multimedia Program at the rank of Assistant Professor to commence on July 1, 2009. The current minimum salary of the rank of Assistant Professor is \$56,941.00 per annum. McMaster University is a research-intensive university and the department of Communication Studies and Multimedia focuses on professional and academic teaching, scholarly research and new media arts production. The department has established interdisciplinary links with other academic units in Humanities, Social Sciences, and Science, and is currently in the process of developing a Master's degree in Digital Media. The successful candidate must have demonstrated strengths in the area of Digital Audio/Video/Sound design, including audio production and post production using a variety of tools (which might include: MIDI, Garage Band, Cubase, and Pro Tools) as well as in creating sound for multimedia, web, video, installation and/or performance. Preference will be given to applicants able to contribute to teaching in some of the other areas of the Multimedia program, including video production, digital imaging, graphic design, animation, game studies, cyberculture, digital technology, and programming, as well as in more theoretical issues related to the graduate level. Qualifications include a PhD in Music, a DMA, an MFA in Audio/Sound design or closely related field. Candidates should have teaching experience and an

established record of scholarly research/exhibition/performance in the fields of digital audio/sound. The successful candidate will normally teach five one-term courses in an academic year, and will be responsible for research and administrative activities of the department. Applicants should submit a letter of application, curriculum vitae, teaching philosophy, audio samples (with descriptive statements, on CD or DVD), writing sample (published scholarly essay or artist statement). All documentation submitted in support of your application becomes the property of the University and will not be returned. Please submit applications to: Lisa Platt, Acting Chair, Department of Communication Studies & Multimedia, McMaster University, 1280 Main St. West, T5S 3H3, Hamilton, ON, L8S 4M2, Canada.

MUSIC – University of Windsor, The University of Windsor School of Music invites applications for a tenure-track position in Choral Music at the rank of Assistant Professor commencing July 1, 2009. The deadline date for this position is September 26, 2008. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Chair, Appointments Committee, School of Music, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4, Phone: (519) 253-5000, ext. 3333, Fax: (519) 253-9713, email: music@uwindsor.ca. For information on the University of Windsor or the City of Windsor contact Dr. Debbie Dalich-O'Connor, Faculty Recruitment at 877-655-6508 (toll free within North America, call collect outside of North America at 519-253-5613/432 or email: recruit@uwindsor.ca).

MUSIC – University of Ottawa, The Department of Music at the University of Ottawa invites applications for two tenure-track Assistant Professor positions commencing on July 1, 2009. For more details on our programs and these positions, please visit www.music.ottawa.ca. Professor of Music Theory: Candidates must hold a PhD in music theory in an area of music scholarship. The successful candidate must have a PhD in an area of music scholarship pertinent to undergraduate and graduate training and to research in musicology at the University of Ottawa. The department's principal research areas include the history and theory of music in European and North American contexts, the theory and criticism of musical performance, and music pedagogy and cognition. The successful candidate must maintain a program of research and publication sufficient for the direction of these students in their field of specialization at the Master's degree level. Teaching duties will be primarily in French and will include core undergraduate courses in music theory/history, as well as upper-level teaching in graduate courses in music theory, musicology, musicology, or music history. The successful candidate must participate in the ongoing development of the department. Salary is commensurate with qualifications and experience and consistent with the Collective Agreement. Candidates should send three confidential letters of recommendation from qualified individuals (with separate cover to: Stephanie Lemelin, Chair, Department of Music, University of Ottawa, 50 University, Ottawa, ON K1N 6N5. Application deadline: October 15, 2008 or until the positions are filled. The University of Ottawa is an equal opportunity institution. We are committed to the tradition of bilingualism. Through its Official Languages and Bilingualism Institute, the University provides training and resources to its members and to their spouses in their second official language. At the time of tenure, professors are expected to hold a position in a bilingual setting. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We are committed to the recruitment of women, Aboriginal people, members of visible minorities and persons with disabilities to apply.

MUSIC – University of Western Ontario, Applications are invited for the position of Chair, Department of Music Education in the Don Wright Faculty of Education at the University of Western Ontario. The appointment as Department Chair will be for a five-year term starting July 1, 2009. The successful candidate will be appointed at the rank of Associate Professor of Professor, with tenure. A record of administrative experience, and a strong record of achievement in teaching and research are essential. In addition to administrative duties, the new Chair will teach music education courses and supervise graduate students, while also contributing to graduate supervision. Candidates should include a letter of application, curriculum vitae (with complete contact information, including telephone numbers and email address), and the names of three references in the application package. Three confidential letters of reference should be sent under separate cover. All application material should be sent to: Dr. Robert W. Wood, Dean, Don Wright Faculty of Education, The University of Western Ontario, London, Ontario, Canada, N6A 3K7 by December 1, 2008. More information is available on the Faculty of Music website at <http://www.music.uwo.ca>. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

MUSIC – Dalhousie University, Applications are invited for a tenure-track position in Musicology at the rank of Assistant Professor level, effective July 1, 2009. Candidates will have completed a PhD in Musicology by the time of appointment and will have demonstrated excellence in teaching and in research. The successful candidate will teach undergraduate courses in the core curriculum for music majors, courses in the new graduate program in Musicology (scheduled to commence in the Fall of 2009, pending approval), and general enrolment courses. Research and teaching should emphasize interdisciplinary and music in the context of cultural studies. Area(s) of research specialization should complement those of the current Musicology faculty. Expertise and ability to teach specialized courses in one or more of the following areas is required:



Assistant Professors Developmental or Systems Neurobiology

The Department of Anatomy and Neurobiology at Dalhousie University invites applications to fill up to two probationary tenure-track positions at the rank of Assistant Professor. Candidates will have demonstrated potential to develop an internationally recognized research program in either 1) developmental neurobiology of motor systems or 2) central homeostatic neural systems. The successful candidate will join an interdisciplinary group of over 80 investigators within the Neuroscience Institute at Dalhousie University (www.neuroscience.dal.ca). Outstanding facilities include confocal and multiphoton imaging, electron microscopes, MRI, proteomics and microarray technology.

Applicants must hold a PhD or MD degree or the equivalent, with a minimum of three years postdoctoral training in biomedical sciences. The successful applicant will be expected to compete for external research and salary support. Salary will be commensurate with qualifications and experience. He/she is expected to supervise graduate students and to contribute to the teaching activities of the Department. We are committed to the success of our faculty members and provide modern laboratory space and startup funds. Further information concerning these positions and the Department may be obtained by consulting www.anatomy.dal.ca.

Dalhousie University is located in the historic port city of Halifax that boasts excellent recreational, cultural and lifestyle opportunities (www.halifax.ca/visitors.asp). Applicants should submit curriculum vitae, a brief statement of research plans, teaching goals/interests and arrange to have three letters of reference (two individuals should be academic) sent under separate cover to:

Chair, Search Committee
Department of Anatomy and Neurobiology
Faculty of Medicine
Sir Charles Tupper Medical Building
Room 13-B1, 13th Floor
Dalhousie University
5850 College Street
Halifax, Nova Scotia B3H 1X5
Canada

Closing date for receipt of applications is November 30, 2008. Starting dates are negotiable; the positions may be filled by July 1, 2009.

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.



CAREERS CARRIÈRES

International Organization, Areas of special interest may include: international institutions, Comparative European Foreign Policies, European integration and policy coordination, institutionalization and policy coordination. The successful candidate is expected to teach undergraduate classes on international relations and upper level seminars on specialized aspects of the subject matter including European foreign policy, Global Governance, and International Institutions. The candidate must have a PhD or nearly completed PhD. This position is subject to budgetary approval. Deadline for applications is October 15th, 2008. Candidates should submit an application package, including a complete curriculum vitae, a statement of research and teaching interests and philosophies, sample publications and a teaching dossier, including course evaluations. Three confidential letters of reference forwarded under separate cover by the referees, should be sent in hard copy to: Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6, Fax: (902) 494-3825. For further information call (902) 494-2396. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

POLITICAL SCIENCE – Dalhousie University. The Department of Political Science at Dalhousie University invites applications for a full time, tenure stream appointment as Lecturer/Assistant Professor for a position starting July 1st, 2009. The appointment will be in International Relations with an emphasis on European Foreign Policies and/or International Organization. Areas of special interest may include: international institutions, Comparative European Foreign Policies, European integration and policy coordination, institutionalization and policy coordination. The successful candidate is expected to teach undergraduate classes on international relations and upper level seminars on specialized aspects of the subject matter including European foreign policy, Global Governance, and International Institutions. The candidate must have a PhD or nearly completed PhD. This position is subject to budgetary approval. Deadline for applications is October 15th, 2008. Candidates should submit an application package, including a complete curriculum vitae, a statement of research and teaching interests and philosophies, sample publications and a teaching dossier, including course evaluations. Three confidential letters of reference forwarded under separate cover by the referees, should be sent in hard copy to: Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6, Fax: (902) 494-3825. For further information call (902) 494-2396. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

and research strengths in one or more of the following fields would be of special interest: international administration, Canadian Politics, Comparative Politics. The appointee will be expected to carry out an independent research program yielding significant peer reviewed publications, compete successfully for external funding to support this research program, teach effectively in undergraduate and graduate courses in Political Science and supervise PhD students in Comparative Public Policy. Further information on the Department of Political Science can be found at www.mcgill.ca/polsci. Preference will be given to candidates with a completed PhD in Political Science or its equivalent, but candidates who are near completion may also be considered. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including curriculum vitae, a representative sample of academic writing, three letters of reference (sent directly by referees) and teaching dossier (including teaching evaluations, outlines for a graduate level public policy course and an undergraduate political science course should be sent to: Dr. Robert O'Brien, Chair, McMaster University, Department of Political Science, 1280 Main Street West, Hamilton, ON, L8S 4M4, Canada. The closing date for applications is October 15th, 2008.

POLITICAL SCIENCE – University of Toronto, Mississauga. The Department of Political Science at the University of Toronto Mississauga, invites applications for one tenure-stream appointment in the field of International Relations. The appointment will be at the rank of Assistant Professor and will be on July 1, 2009. Salary will be commensurate with qualifications and experience. Applicants must have earned a PhD degree in a related field by July 1, 2009 or soon thereafter. Applicants must also have a strong record of research and teaching excellence. The successful applicant will teach undergraduate International Relations courses in the Department of Political Science at the University of Toronto Mississauga. We have also become a full member of the Graduate Department of Political Science of the University of Toronto, will undertake graduate teaching and supervision at the St. George campus. For further information on the UTM Department and on the In-campus Graduate Department, see <http://www.utmutoronto.ca/~wajol/> and <http://www.chass.utoronto.ca/polsci/>. Please send curriculum vitae to Professor Ronald Behr, Chair, Department of Political Science, University of Toronto Mississauga, 3359 Mississauga Road North, Mississauga, Ontario L5L 1C6. Applications should include a curriculum vitae, a writing sample (e.g., an article offprint or conference paper), materials relevant to teaching experience (e.g., course outlines and handouts, student survey results), and a statement outlining current and future research interests. Applicants should also ask three referees to write directly to Professor Behr. To receive full consideration, applications and all materials (including letters of reference) must be received by September 30, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority.

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POLITICAL SCIENCE – University of Toronto, Mississauga. The Department of Political Science at the University of Toronto Mississauga, invites applications for one tenure-stream appointment in the field of Canadian Politics. The appointment will be at the rank of Assistant Professor and will be on July 1, 2009. Salary will be commensurate with qualifications and experience. Applicants must have earned a PhD degree in a related field by July 1, 2009 or soon thereafter, with a demonstrated record of excellence in teaching and research or evidence of potential for excellence. The following would be considered assets: an ability to teach quantitative methods and/or an ability to teach Women and Politics. The successful applicant will teach undergraduate Canadian Politics courses in the Department of Political Science at the University of Toronto Mississauga. He/she will also become a full member of the Graduate Department of Political Science of the University of Toronto, will undertake graduate teaching and supervision at the St. George campus. For further information on the UTM Department and on the In-campus Graduate Department, see <http://www.utmutoronto.ca/~wajol/> and <http://www.chass.utoronto.ca/polsci/>. Please send curriculum vitae to Professor Ronald Behr, Chair, Department of Political Science, University of Toronto Mississauga, 3359 Mississauga Road North, Mississauga, Ontario L5L 1C6. Applications should include a curriculum vitae, a writing sample (e.g., an article offprint or conference paper), materials relevant to teaching experience (e.g., course outlines and handouts, student survey results), and a statement outlining current and future research interests. Applicants should also ask three referees to write directly to Professor Behr. To receive full consideration, applications and all materials (including letters of reference) must be received by September 30, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority.

BRANDON UNIVERSITY – Brandon University. Brandon University is a leader in providing high quality education to over 3,000 full and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. Brandon University's Department of Political Science invites applications for a full-time, tenure-stream position at the Assistant (PhD) or Lecturer (ABO) level, primarily in the area of International Relations, with teaching and/or research competency in methodology and political theory. The position is subject to budget. The preferred qualification for the position is a completed PhD, but ABO applicants will be considered. The successful candidate must have a demonstrated strength in teaching and a record of research activity at the appropriate career level. He/she must be willing to teach introductory courses in the discipline as well as more advanced undergraduate courses offered by the department. Rank and salary commensurate with qualifications and experience. Start date: 1 August 2009. Deadline for applications: 19 January 2009, or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three referees, a teaching dossier including course evaluations, and a sample of writing/publication to: Dr. Steven Robinson, Acting Dean of Arts, Brandon University, Brandon, Manitoba, Canada, R7A 6A9 or PS@brun.ca in accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents.

idents. Both women and men are encouraged to apply. Short-listed candidates will be expected to provide copies of credentials at the time of interview. For additional information about Brandon University please visit our web site: www.brun.ca

POLITICAL SCIENCE – University of Victoria. The Department of Political Science at the University of Victoria is seeking a Senior Lecturer for appointment July 1, 2009. The successful applicant will be responsible for coordinating two sections of a new introductory taught course at the 100 level, as well as for teaching six other undergraduate courses in the Winter and Summer sessions. He/she should be dedicated towards excellence in undergraduate teaching, possess a Master's degree or higher qualification, and have had substantial and successful teaching experience at a university or college. Candidates from any area of political science are invited to apply but those with broad expertise in international relations, comparative politics and/or political theory will be given preference. There are also some service responsibilities, but no research expectations are associated with this position. Candidates should familiarize themselves with the departmental course offerings at <http://web.uvic.ca/pol>. The appointment is initially under a three-year contract, with an expectation of reappointment if the candidate has met expectations and demonstrated superior teaching effectiveness. Senior instructors have the potential to be promoted to the rank of Teaching Professor and be tenured. Applications should be directed to Professor John J. Bennett, Chair, Department of Political Science, University of Victoria, PO Box 3600, Victoria, BC, Canada, V8W 3R4, (chairs@uvic.ca) or by October 15th,

2008. Applications should include: 1) A full teaching dossier, including copies of course outlines and prior teaching evaluations; 2) a full CV; and 3) the names and addresses of three referees who have agreed to support the candidate's application. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

PSYCHOLOGY – University of New Brunswick, Fredericton. The University of New Brunswick, Department of Psychology, Fredericton invites applications for two tenure-track positions at the rank of Assistant Professor commencing July 1, 2009. The positions are for individuals with training, research and teaching interests in any area in clinical psychology, individuals with clinical training and interest in Child, Neuropsychology, Aging or Forensics are particularly encouraged to apply. Other related areas may be considered. The successful candidates will have a PhD in Clinical Psychology (or near completion), be eligible for licensing in the Province of New Brunswick, and will have a strong research record, the ability to develop an externally funded research program, and a strong commitment to undergraduate and graduate teaching. The Department of Psychology in Fredericton has BA and BSc majors and honours programs as well as PhD programs in Clinical Psychology (CPA accredited) and in Experi-

Athabasca University

Athabasca University is one of Alberta's four public comprehensive universities accredited by the Government of Alberta. Specializing in distance and on-line education, Athabasca University delivers education to over 37,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies; and to increasing equality of educational opportunity for adult learners worldwide.

Assistant Professor, Women's Studies Centre for Work and Community Studies

Athabasca University, Canada's Open University, invites applications for a tenure-track position at the Assistant Professor level within the Centre for Work and Community Studies. The successful candidate will be imaginative, highly motivated, well organized, self-directed, and possess outstanding communication skills.

Athabasca University currently offers a two-year undergraduate certificate in counselling women, three- and four-year Bachelor of Arts degrees in Women's Studies, and a graduate degree in Integrated Studies. We are searching for a dynamic scholar with a strong commitment to teaching and research in Women's Studies. This colleague will complement a small but growing program that is currently taught by faculty with backgrounds in education/communication studies and psychology. Applications are particularly welcome from candidates with a background in the humanities as well as with strong theoretical interests and experiences in creative interdisciplinary. Although the area of emphasis is open, we especially invite applications from candidates who have expertise in women's history, international/global issues and movements, sexuality studies, and/or cultural studies.

Candidates must hold a doctorate in Women's/Gender Studies or in a related discipline with a concentration in Women's/Gender Studies. Essential criteria include research specialization and teaching experience in Women's/Gender Studies; a record of excellence and demonstrated commitment to undergraduate and graduate teaching; a proven research and publication record that is firmly grounded in feminist scholarship; a demonstrated interest and ability to coordinate and teach a broad range of courses that include Introduction to Women's Studies, Feminist Theory, Women and Work, and Canadian Women's History; a strong record of scholarly accomplishment appropriate to the level of appointment; and experience working collaboratively with colleagues and community. The ideal candidate should also be interested and experienced in distance education and open learning delivery methods, online teaching, and in developing and using innovative technology in teaching at a distance. All educational credentials must be recognized in Canada.

Responsibilities of this position will include developing new courses to complement and expand the breadth of our existing programs, revising existing courses when needed, teaching and coordinating current undergraduate courses in Women's Studies, administration associated with course and program coordination, full participation in program and curriculum development, supervision of course tutors, and community service.

The working policy at Athabasca University states that academic staff may choose to live anywhere in the province of Alberta. Most academic staff work from home offices and attend university workshops in Calgary, Edmonton or Athabasca on an as-needed basis. A university bus operates daily between Edmonton and Athabasca.

Please refer to the full job profile on our Web site at: www1.athabasca.ca/hr/careers/jobs

This is an AUFU tenure-track position located in Alberta. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from Dr. Jeffery Taylor at 1.866.256.9948 or via e-mail: jeff@athabasca.ca.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees by November 1, 2008 quoting competition #A00025. Applications should be e-mailed to Human Resources, at resume@athabasca.ca.

People make Athabasca University successful. A commitment to excellence and innovation in an environment that supports teaching, learning and personal development makes AU a satisfying place to work. AU was ranked among Alberta's top 35 employers in 2007. The University is committed to employment equity and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.



McGill

Assistant Professor in Chinese Politics Department of Political Science

The Department of Political Science invites applications for a tenure-track position at the Assistant Professor level in the area of Chinese Politics. The Department is particularly interested in candidates whose research is on Chinese domestic politics but who can also teach on some aspect of China's international relations.

The successful candidate will have the linguistic abilities required for field work in China. The Department seeks applicants whose research is theoretically- and empirically-informed, who possess strong training in qualitative and/or quantitative and/or formal methods, and who can teach effectively at the undergraduate and graduate levels. An applicant's record of performance must provide evidence of outstanding research potential. Candidates should have already completed the PhD or be very near completion.

Applications should include a curriculum vitae, graduate transcript, three letters of reference, a sample of written work and materials pertinent to teaching skills. The position start date is August 1, 2009. Review of applications will begin on **October 20, 2008** and will continue until the position is filled. For more information about the Department and University, visit our web site at www.mcgill.ca/politicalscience/.

Please forward supporting materials to:
Professor Richard Schultz
James McGill Professor and Chair
Department of Political Science
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and especially welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

www.mcgill.ca

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mental and Applied Psychology. The successful candidates will be expected to be primarily involved in the Clinical Psychology Program. These positions are subject to budgetary approval. Interested candidates should send a curriculum vitae, recent reprints or preprints of scholarly publications, a statement of research and teaching interests, and arrange to have three letters of reference sent to: Dr. Sandra Payne, Chair, Department of Psychology, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 6A4, Canada. Phone: (506) 458-7803, Fax: (506) 447-3053. E-mail: psch@unb.ca. Review of applications will start November 1, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the Principle of Employment Equity.

■ PSYCHOLOGY – University of Windsor. The University of Windsor invites applications for a tenure-track position in the area of Clinical Neuropsychology at the rank of Assistant Professor commencing July 1, 2009. Applicants with research, teaching, and clinical interests pertaining to neuropsychological assessment and intervention with school aged children and young adults are especially encouraged to apply for this position. For a detailed position description visit our website at www.uwindsor.ca/psychology. Review of applications will start November 1, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of Windsor is committed to the Principle of Employment Equity.

■ PSYCHOLOGY – University of Toronto, Mississauga. The University of Toronto Mississauga, Department of Psychology, invites applications for two tenure-track positions at the rank of Assistant Professor; one position in developmental psychology from scholars with research interests in any developmental aspect of social, emotional, personality, or abnormal psychology and one position in social, personality or abnormal psychology. The positions will begin July 1, 2009. For the developmental psychology position we seek candidates with research interests in any developmental aspect of social, emotional, personality, or abnormal psychology. For the social, personality or abnormal psychology position we seek candidates with expertise in social, personality or abnormal psychology. The successful applicants will join a research cluster committed to the study of adjustment and well-being and there will be additional opportunities to collaborate with psychologists in research clusters focused on human communication and/or genetic determinants of behaviour. Candidates for these positions should have received their PhD by the start date and should show evidence of potential for excellence in teaching and research. The successful applicants will be expected to actively develop and maintain an active, externally funded program of research and to contribute to the education and training of undergraduate and graduate students. Salaries will be commensurate with qualifications and experience. We encourage you to submit your application online by visiting us at <http://www.jobs.yorku.ca/faculty.htm>. For the Developmental Psychology position refer to job number 0800770 and for the Social, Personality or Abnormal Psychology position refer to job number 0800740. Please ensure that you include a current CV, statement of research and teaching interests, materials relevant to teaching experience, and copies of representative publications. If you are unable to apply online (or alternatively have large documents to send), please submit your application and other materials to Professor Mary Lou Smith, Chair, Department of Psychology, University of Toronto Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C5. Three letters of recommendation should also be sent to Professor Smith under separate cover. Materials must be received by November 30, 2008 or until the position is filled (no email applications will be accepted). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. For more information about the Department of Psychology, University of Toronto Mississauga, please visit our home page at <http://www.crim.uwaterloo.ca/index.php?id=psychology>.

■ PSYCHOLOGY – University of Alberta. The University of Alberta's Augustana Campus, Department of Social Sciences invites applications for a tenure-track position in Psychology at the rank of Assistant Professor, commencing January 1 or July 1, 2009. Area of specialization is open; however, preference will be given to applicants who can teach undergraduate courses in the areas of clinical, forensic, aging/adult development, or personality. The successful candidate will also be expected to teach one course in the research methodology core of the program and to develop new courses in his or her area of expertise that complement the existing program. The discipline offers the opportunity to teach small classes at all undergraduate levels and maintain research students. Applicants must possess or be near completion of a PhD. The University's Augustana Campus enrolls about 1000 students in baccalaureate degree programs and a picturesque residential campus in the city of Camrose, 90 km southeast of Edmonton. Augustana is committed to the University's reputation for rigorous, high-quality teaching in the tradition of the liberal arts and sciences, and in doing so, the University is a leader in providing a high-quality undergraduate academic experience for students within one of Canada's leading universities. It seeks to attract outstanding scholars who will share its enthusiasm for teaching in a small-campus environment, participate actively in a collegial culture of inquiry and public engagement, and flourish as researchers in an undergraduate, interdisciplinary, and rural location. The ability to contribute to areas of interdisciplinary strength and interest will be an asset. Those areas include environmental studies, Inter-

national development studies, rural and northern studies, and women's studies. For information about Augustana and particular programs, please consult the Faculty website at www.augustana.alberta.ca. Inquiries concerning this position should be directed to Dr. Jeremy Mount, Chair of Social Sciences at Jeremy.Mount@augustana.ca. Applicants should submit curriculum vitae, including evidence of successful teaching, samples of scholarly work and the names of three academic referees, and should arrange to have transcripts sent. The Committee welcomes applications at any time and expects to begin considering candidates as early as October 2008. Consideration will continue until the position is filled. Interested applicants may apply to: Dr. Roger Epp, Dean, Augustana Campus, 4901 46 Ave, University of Alberta, Camrose, AB, T4V 2R3. Email: Roger.Epp@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women, men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ PSYCHOLOGY (INDUSTRIAL/ORGANIZATIONAL) – University of Waterloo. Applications are being accepted for the position of

Assistant to Full Professor, Industrial/Organizational Psychology, University of Waterloo, Department of Psychology. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in Industrial/Organizational Psychology. The successful candidate must have a PhD in I/O Psychology or equivalent field, and a demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered. Responsibilities include undergraduate and graduate teaching, graduate student supervision, and an ongoing research program. Information about the I/O program can be found at <http://www.psychology.uwaterloo.ca>. Anticipated start date for the position is July 1, 2009. Review of applications will begin on October 31, 2008 and will continue until the position is filled. Applicants should submit a vitae, statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada. We encourage applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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■ RELIGION – Carleton University. The Religion program in the College of the Humanities at Carleton University invites applications for a tenure-track position in Religion in the area of Islam in the Modern World. The position is at the Assistant Professor level to begin July 1, 2009, subject to budgetary approval. The BA program in Religion is housed in the College of the Humanities (see <http://www.carleton.ca/coll/humanities/religion/>). We are looking for an outstanding candidate with a PhD upon date of hire, a vigorous research agenda, and a strong commitment to excellence in teaching. The candidate must demonstrate substantial engagement with the critical discipline of Religious Studies. Candidates should have active research interests in Islam in the post-1700 period and in modern Muslim discourses. The applicant is expected to have full command of the religious traditions of Islam, and of Islamic languages pertinent to his/her area of study. The successful candidate will teach lower and upper-level undergraduate courses on Islam and, once the MA is approved, graduate courses in his or her area of specialization. He/she may also be called upon from time to time to teach introductory survey courses in World Religions. Faculty members at Carleton are expected to participate in the life of the academic community, both on campus and beyond.

and to seek external grants in order to develop and support a program of research leading to significant peer-reviewed publications. All qualified candidates are encouraged to apply. However, the applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. A letter of application (with CV, samples of recent research, and evidence of excellence in teaching) should be sent to Prof. Farhang Rajaee, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5S6. In addition, candidates should arrange for at least three letters of reference to be sent under separate cover. The deadline is October 15, 2008.

■ RELIGION & GLOBALIZATION – University of Toronto. Applications are invited for a tenure-stream position at the level of Assistant Professor, located jointly in the Department for the Study of Religion (51 percent) and the Centre for Diaspora and Transnational Studies (49 percent). The appointment will be effective July 1, 2009. The successful candidate will have demonstrated expertise in the study of one or more religions in their contemporary diasporic and transnational modes. Interest might include religion and identity across national boundaries; the impact of commodification or gender upon religious rep-

resentations; religion and other forms of authoritative knowledge in diasporic contexts. The position will bring historical, ethnographic, sociological, and other methodologies to issues of the movement, transformation and interaction of cultures. Candidates should therefore have demonstrated expertise in one or more areas of research methodology, and a familiarity with postcolonial theories. The successful candidate will teach undergraduate and graduate courses on the St. George (downtown) campus, totaling two courses per semester, and will be expected to have a commitment to the DTS high-campus teaching and research initiative. Salary commensurate with qualifications and experience. Applicants should submit a letter of application, curriculum vitae and evidence of teaching effectiveness, and arrange for three letters of reference to be sent under separate cover to Professor John Kloppenborg, Chair, Department for the Study of Religion, 123 St. George St., University of Toronto, Toronto, Ontario, M5S 2E8. Applications should be received by October 15, 2008. Candidates invited for an interview will be asked to send samples of their published work. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabili-

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

On July 1, 2009, York University will launch the new Faculty of Liberal Arts & Professional Studies (LA&PS). As a champion of pioneering and socially relevant liberal arts education, related professional programs and research, LA&PS will be a leader in addressing the complex issues that affect societies worldwide.

The new Faculty of Liberal Arts & Professional Studies will combine, in transformative ways, the strengths of the existing Faculty of Arts and the Atkinson Faculty of Liberal and Professional Studies. This is the outcome of an ambitious initiative to provide the most comprehensive range of interdisciplinary academic programs and researchers in social sciences, humanities and related professional programs in Canada. The new Faculty will embrace some 25,000 undergraduates and 1,600 graduate students. There will be more than 50 undergraduate degree programs, offered by about 1,250 full- and part-time faculty. Larger than most Canadian universities, this innovative new Faculty will galvanize York's existing pre-eminence in SSHRC-related research and publishing, for which it is ranked among the highest in the world.

The Faculty of Liberal Arts & Professional Studies will cater to both full-time and part-time students coming directly from high school and/or returning to university to obtain a degree to advance in a field of interest, change career directions, and/or upgrade skills. To serve this varied student community the Faculty will provide courses year-round (day and evening), and via the Internet and correspondence (schedules and format vary by program).

Over the next few years, the Faculty is particularly interested in intensifying its research activities and knowledge transfer, expanding its existing graduate programs, and enhancing student engagement, including activities such as experiential education and community-based learning.

The Faculty of Liberal Arts & Professional Studies invites applications for full-time tenure-stream positions in the following Departments and Schools. Salaries will be commensurate with rank and qualifications. Experience with graduate programs and supervision is an asset. Successful candidates must be eligible for prompt appointment to the Faculty of Graduate Studies. Full position details can be viewed by clicking on Academic Positions at www.yorku.ca/acadjobs/index.htm. The start date for these positions is July 1, 2009. All positions are subject to final budgetary approval.

Applications for each position should be addressed to the appropriate contact person or committee specified under each listing, at: York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.

Faculty of Liberal Arts and Professional Studies

TENURE-STREAM APPOINTMENTS

SCHOOL OF ADMINISTRATIVE STUDIES

The School of Administrative Studies has approximately 4,200 students in its Bachelor of Administrative Studies (BAS) degree programs, and supports an MBA and PhD in Human Resource Management and an MA in Disaster and Emergency Management. The core BAS degree covers all major areas of business in a flexible format (including evening classes) to accommodate the needs of part-time and mature students. In addition, the School offers a range of specialized degree programs in the day and evening (as well as a number of professional certificate programs), including, for example, a BAS in IT/ITC degree and a Certificate in Emergency Management. Additional specialized degree programs at the undergraduate and graduate levels are in progress, including a BAS degree in

Disaster and Emergency Management and a Bachelor of Accounting. Proposals for professional master's programs in several areas, such as financial accounting, are currently under review. The School is distinct in terms of teaching pedagogy (including experiential education opportunities and internships in some areas) and supplements on-campus offerings with a large, web-based distance education degree program. Remarkable growth in the past five years has added over 400 PhDs to the faculty and manifests itself in a strong, vibrant research culture. For more information on the School and its programs, see www.atkinson.yorku.ca/SAS/.

Financial Accounting

Applications are invited for a tenure-stream appointment in the Financial Accounting area (rank open). The required qualification is a PhD in Accounting with demonstrated excellence in teaching and research for a senior position,

or, in the case of a junior position, a PhD in hand or near completion (expected in 2009), and excellence or the promise of excellence in both teaching and research. Previous experience in teaching and supervising students at the graduate level is an asset. The successful candidate will be expected to teach upper-level honours courses in financial accounting, and contribute to graduate teaching and student supervision.

Applicants should send a signed letter of application, an up-to-date curriculum vitae, a statement of specific teaching and research interests, summaries of teaching evaluations (if available), and the names of three referees (at least one should address teaching), by November 15, 2008, to: Professor Paul Evans, Director, School of Administrative Studies, Room 223, Atkinson Building, Tel: 416.736.5677. E-mail: pevans@yorku.ca.

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Hies, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ RELIGIOUS STUDIES – Dalhousie University. The Department of Classics at Dalhousie University invites applications for a full-time stream appointment at the Lecturer/Assistant Professor level effective July 1, 2009, in the Program in Religious Studies specializing in religions of central, southern, and eastern Asia. The successful candidate will possess competence in teaching classics which consider Hinduism, Sikhism, Buddhism, Jainism, Daoism, and Confucianism and will be a specialist in either Hinduism or Buddhism. This will be the second core appointment in the Program, administered by the Department of Classics. The person appointed will have sufficient teaching and administrative experience to assist the Department, the specialist in Islamic and Jewish religions, and others participating in the Program with developing its character and curriculum. The appointee will follow a text-based approach to teaching and research and will have linguistic skills appropriate to the interface between the Program in Religious Studies and the work of the Department of Classics which includes the teaching of Latin, Greek, Arabic and Hebrew, and of Ancient and Medieval philosophy

and religion), as well as to such multidisciplinary programmes as International Development Studies and Gender and Women's Studies will be an important asset. Beyond teaching about the religions of central, southern, and eastern Asia, the appointee must be able to contribute to the general introductory teaching of the Program which includes all the major religions. Qualified applicants will have completed the PhD by the time of the appointment and will show competence in teaching, research, and publication appropriate to their experience. The salary will be commensurate with qualifications and experience. This position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Applicants should send, in hard copy, a letter of application, complete curriculum vitae, a statement of research and teaching interests and philosophies, evidence of teaching competence, and arrange to have three confidential reference letters of professional recommendation forwarded by referees under separate cover to: Dr. W.J. Hankey, Chair, Department of Classics, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. The closing date for applications is October 15, 2008.

■ SCIENCE – McMaster University. The Faculty of Science at McMaster University seeks two Teaching Professors to help develop a new interdisciplinary, research-based undergraduate program (Integrated Science – ISI) aimed toward highly motivated, high achieving students. The ISI program is a unique four-year B.Sc. (Hons) program that focuses on hands-on (experiential), inquiry-based learning and interdisciplinary research. Applications are invited for two teaching track appointments in interdisciplinary science beginning January 1, 2009. The appointments will each be for a three-year period, renewable for a further three years (subject to an academic assessment). During the second term, the appointees will be eligible to be considered for permanent teaching appointments based on demonstrated excellence as teachers and educators. Teaching professorships are positions devoted primarily to educational programs within the academic environment, including but not necessarily limited to classroom instruction, creation and/or enhancement of inclusive learning cultures and instructional innovation. With agreement of the Dean, a research component may be added to the successful candidate's portfolio of activities. Candidates are encouraged to visit the following websites for details of Teaching Professorships, for terms and conditions of

employment at McMaster and the Faculty of Science's activities: http://www.mcmaster.ca/univser/mgtosce/board/B_Mc_081224.pdf, item 12A <http://www.science.mcmaster.ca>. The successful applicants must be able to educate highly motivated students in an integrating interdisciplinary research environment and to involve them in scientific research projects that use current research methodologies and approaches. Applicants should have background training in one or more areas of science with a good grounding in Math, Physics, Chemistry, and Biology Research and/or teaching experience in interdisciplinary science is desirable. The successful candidate will hold a PhD (or be ABD) in a science discipline. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applicants should send a curriculum vitae with a copy of their curriculum vitae, a teaching dossier including a statement of teaching philosophy (max. 3 p.), evidence of teaching effectiveness and a summary of research interest and activities (max. 2 p.). Supporting documents highlighting the applicant's qualifications for consideration may be appended. Please provide con-

tact information for three referees (address, phone number and e-mail). All materials should be sent to the Chair of the Search Committee, Electronic applications can be submitted to scicomm@mcmaster.ca. Review of applications will begin September 30 and will continue until the positions are filled. Dr. Carolyn M. Eyles, Chair, Search Committee, School of Geography & Earth Sciences, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1, Canada.

■ SOCIAL ANTHROPOLOGY – Dalhousie University. The Department of Sociology and Social Anthropology at Dalhousie University invites applications for a full-time tenure-stream position in Social Anthropology at the Lecturer/Assistant Professor level, effective July 1, 2009, subject to budgetary approval. The Department seeks a qualified urban anthropologist with a specialized research and teaching focus in a Canadian social context. We are particularly interested in candidates who see opportunities for future research in Nova Scotia or the Atlantic region. The candidate's work should also complement one of the Department's three areas of concentration: Social Justice and Inequality, Economy, Work and Development or Critical Health Studies. Ideally the candidate will be engaged in ongoing field research in one of these areas. The candidate will be expected to contribute to the general requirements of teaching and administration at both the undergraduate and graduate levels. Applicants should already possess or have met all requirements for a PhD

In Social Anthropology and have some experience in university-level teaching. Applicants should send, in hard copy, a letter of application, a curriculum vitae, a statement of research and teaching interests and philosophies, evidence of teaching competence, a writing sample and arrange to have three confidential letters of reference forwarded by referees under separate cover to the referees. Should be sent in hard copy to: Dr. Chris Murphy, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. The deadline for receipt of applications is October 15, 2008. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Equal Opportunity Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ SOCIAL WORK – McMaster University. The School of Social Work at McMaster University applications for a tenure-track faculty appointment at the rank of Associate Professor, effective July 1, 2009. The School offers a generalist BSW program, a research centre in social work and a beginning in 2008, a PhD program in Social Work and Social Justice. These programs aim to stimulate critical analyses of the intersection of personal troubles and oppressive structures, and to foster practices and policies directed to the enhancement of social justice. Candidates must have a master's work degree and a doctoral degree in social work or a related discipline. The particular substantive focus of the position is open. We are seeking candidates whose work will expand the School's commitment to understanding and challenging various forms and dynamics of social inequality in a changing world. Successful applicants will be able to contribute to the undergraduate and graduate programs through teaching, research and thesis supervision. They will have an established independent program of research, a successful record of publications and the results of their work in peer-reviewed publications, and a record of effective teaching and research supervision. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications and enquiries will be treated confidentially. Applications, including a current curriculum vitae, a representative sample of academic writing, evidence of teaching effectiveness and the names of three referees should be sent to: Dr. Jane Aronson, Director, School of Social Work, McMaster University, 1280 Main Street West, RTH 319, Hamilton, ON, L8S 4M4. E-mail: aronson@mcmaster.ca. Website: <http://www.sosocsci.mcmaster.ca>. Review of applications will begin on October 15, 2008. Applications will continue to be accepted until the position is filled.

■ SOCIAL WORK – McMaster University. The School of Social Work at McMaster University is seeking to appoint an Aboriginal scholar to a fellowship position leading to an Assistant Professorship. The successful candidate will develop research and teaching capacity in indigenous approaches to social work and social justice and contribute to the School's engagement with Aboriginal community issues and aspirations. The School offers a generalist BSW program, a research-centred MSW program and a beginning in 2008, a PhD program in the field of social justice. The two-stage appointment, effective January 1, 2009, is designed to support an Aboriginal scholar currently in a PhD program (with courses and comprehensive exams completed) and to develop most of their dissertation research while in the process, preparing them for a tenure track position in the School's faculty. The appointment is structured in two stages: 1) Pre-Doctoral Fellowship. This fellowship carries an annual stipend of \$38,000 plus benefits and a research allowance of \$5,000. During this stage (a maximum of three years), the fellow is expected to be in full-time residence and to devote most of their time to their dissertation research. They will teach one half-course per year, for which they will receive an additional stipend. They are expected to consult with students and faculty and to participate in the scholarly and professional life of the School. They will be available to establish collaborative ties and to support them in their academic career path. 2) Tenure-track Assistant Professorship. On completion of the fellow's dissertation and a successful reappointment review, the fellowship will be converted to a tenure-track position, structured in accordance with the usual terms and conditions associated with tenure-track appointments at McMaster. To qualify for this two-stage appointment, an applicant is expected to have successfully completed their PhD coursework and comprehensive exams. Candidates must have a social work degree and experience in practice with Aboriginal communities, as well as the potential to contribute to the School's undergraduate and graduate programs through teaching, research and thesis supervision, to develop links with relevant justice and equity-seeking community and professional organizations and to develop links with relevant justice and equity-seeking community and professional organizations. Candidates are asked to submit: a) a letter outlining their research plans and their interest in and suitability for this position; b) a current CV; c) an official transcript showing completion of coursework and comprehensive (by the start date of the appointment); d) a copy of their comprehensive exam; e) three references (submitted directly to the School), including one from their dissertation supervisor. All materials (in either written or oral form) from an Aboriginal elder or community leader. References should commit, as appropriate, to the applicant's approach and skills in research, their involvement with and contributions to Aboriginal communities, and their promise for an academic career. Review of applications will begin on October 1, 2008. Applicants will continue to be accepted until the position is filled. Dr. Jane Aronson, Director, School of Social Work, McMaster University, 1280 Main Street West, RTH 319, Hamilton,

DEPARTMENT OF EQUITY STUDIES

The Department of Equity Studies is a new academic unit opening July 1, 2009 (pending final Senate and Board approval in fall 2008), and has emerged from the interdisciplinary strengths in the former School of Social Sciences in the Atkinson Faculty of Liberal and Professional Studies. The new unit will offer undergraduate degree programs in Race, Ethnicity and Indigeneity (REI) as well as a new program in Human Rights and Equity Studies, just approved by Senate in June 2008. It will also offer certificates in Aboriginal Studies, Refugee and Migration Studies, and Anti-Racist Research and Practice (ARRP), and, together with the Department of Social Science, it will offer the interdisciplinary degree in Social Sciences. Faculty members have backgrounds in the social sciences and humanities, and support a variety of graduate programs, including Political Science, Sociology, Women Studies, Social and Political Thought, Environmental Studies, and a new MA/PhD in Indigenous Thought, currently in development.

Human Rights and Equity Studies

Applications are invited for a tenure-stream appointment at the Assistant Professor level in the areas of Human Rights and Equity Studies (HREQ). In consultation and collaboration with other faculty members working in this area, the successful candidate will contribute to the enrichment and development of a new degree program in HREQ. Candidates must have a PhD in Sociology, Anthropology or Political Science, or a related disciplinary or interdisciplinary field such as Economics or Law (or a PhD completed by the date of appointment) with specialization in one or more areas related to human rights and equity. The candidate must demonstrate excellence or promise of excellence in teaching and research in the area of HREQ, including experience in teaching human rights and equity courses, and evidence of an established research program in this area. In addition to this basic competence, demonstrated ability and experience in at least one of these more specific areas is required: problems of international social and economic inequalities, considered within a human rights and equity framework; research methods as applied to problems of HREQ. The successful candidate must be able to teach the required core course Human Rights and Global Economy. Relevant administrative experience and experience in providing leadership with new projects will also be assets.

The HREQ program is intended to reflect the full range of issues relating to the fundamental principles of equity and the protection of human rights, including problems based on class, ethnicity, race, immigration and citizenship status, gender, sexuality, age and disability. The program will deal with issues both in Canada and internationally, and will give particular emphasis to the protection of cultural, economic and social rights.

York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon and expand the University's strengths and prominence in the areas of Human Rights and Equity, Migration and Refugee Studies. The successful candidate will be expected to participate in a growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area.

Applicants should send a letter of application, including a curriculum vitae, a statement of research and teaching interests and experience, and three letters of reference, by December 1, 2008, to: Chair, Hiring Committee in Human Rights and Equity Studies, School of Social Sciences, Room 302, Atkinson Building.

DEPARTMENT OF GEOGRAPHY Physical Geography

Applications are invited for a tenure-stream appointment at the Assistant Professor level. The Department is seeking a physical geographer in the area of biogeochanical processes. Applicants should have demonstrated strengths in research in terrestrial or aquatic nutrient cycling and its relationship to hydrology and vegetation and/or soil dynamics. Preference will be given to scholars conducting research that complements existing departmental strengths in biophysical processes. A PhD is required at the time of appointment, and preference will be given to applicants with experience supervising graduate students. We seek an individual who will develop a vigorous research program in an interdisciplinary environment, and can demonstrate a commitment to high quality undergraduate and graduate teaching.

York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon and expand the University's strengths and prominence in the areas of Sustainability, Climate, and the Urban Environment. In addition to this appointment, appointments will be made in the Faculty of Environmental Studies in the area of Urban Sustainability and Transportation Planning, in the Faculty of Education in the area of Urban Education, and in the Faculty of Science and Engineering in the area of Biology of the Environment. The successful candidate will be expected to participate in this growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area.

Applicants should send a curriculum vitae and a statement of research interests and selected publications, and arrange for three letters of reference to be sent by October 31, 2008, to: Professor Patricia Burke Wood, Chair, Department of Geography, N118 Ross Building. Tel: 416.736.5107. Fax 416.736.5988. E-mail: pwood@yorku.ca. Applications will not be accepted via fax or e-mail.

DEPARTMENT OF HISTORY

Hellenic Heritage Foundation Chair in Hellenic Studies (Modern Greek History)

Applications are invited for a tenure-stream appointment as the Hellenic Heritage Foundation Chair in Hellenic Studies. The rank is open. If the initial appointment is at the Assistant Professor level, the candidate will be eligible to be appointed to the Chair after receiving promotion to Associate Professor. The successful candidate must be an established scholar in Modern Greek History, with specialization in one of three areas: political history, social history, or international relations. Required qualifications include a PhD in History, or equivalent, and an ongoing program of research and publication in the area of specialization. The successful candidate must have a strong record of achievement in research, teaching and supervision at the undergraduate and graduate levels. The Chair holder is expected to provide leadership in the Hellenic Studies program and contribute to the graduate program in History. The ability to develop links with the broader Hellenic Canadian community will be considered an asset. Fluency in Modern Greek at the near native level and in English is required. The candidate will be appointed to the Department of History in the Faculty of Liberal Arts & Professional Studies, and may be affiliated with the Canadian Centre for German and European Studies. Courses taught will also be part of the European Studies program.

The Hellenic Heritage Foundation Chair in Hellenic Studies has been endowed by the Hellenic Heritage Foundation, the Greek Community of Metropolitan Toronto, and York University. The Hellenic Heritage Foundation Chair serves to highlight York University's growing interest in Hellenic studies.

Applicants should submit a letter of application, including a curriculum vitae, and a teaching dossier, and arrange for three confidential letters of recommendation to be sent by November 17, 2008, to: Professor Nicholas Rogers, Chair, Department of History. Tel: 416.736.5123. Fax: 416.736.5836. E-mail: chairin@yorku.ca.

KOSCHITZKY FAMILY CHAIR IN JEWISH TEACHER EDUCATION

The Faculty of Education and Faculty of Liberal Arts & Professional Studies invite applications for a joint tenure-stream position at the Associate Professor level in Jewish Education/Jewish Studies. Candidates should have completed a doctorate in Jewish Education or a related field of Jewish Studies, and have knowledge of classical Judaism, and fluency in contemporary spoken Hebrew. Candidates must present evidence of their ability to establish a strong program of scholarly research in Jewish Education; teach at the undergraduate and graduate levels in the Faculty of Education and Jewish Studies; supervise student teachers; be prepared to assume the co-ordinatorship of the program in Jewish Teacher Education; participate in a professional development program; and be willing to take a role in the leadership of York's Centre for Jewish Studies. Initial rank will be commensurate with qualifications and experience. If the candidate is appointed at the Associate Professor level, he/she will immediately be appointed to the Koschitzky Family Chair in Jewish Teacher Education. If the initial appointment is at the Assistant Professor level, the candidate will be eligible to be appointed to the Chair after receiving promotion to Associate Professor.

The Faculty of Education offers innovative pre-service, graduate and professional development programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from the schools and with colleagues from other academic departments across the University. The Jewish Teacher Education Program is located in the Faculty of Education. Faculty members work in collaboration with Toronto Jewish schools and the Toronto Centre for the Enhancement of Jewish Education. Applicants are invited to visit the Faculty's website at www.yorku.ca/jeps.

Applicants should submit a detailed letter of application describing the candidate's qualifications and research in relation to the advertised position and to the context described above, a curriculum vitae, and one sample of scholarly writing, and arrange for three referees to send letters of recommendation by October 31, 2008, to: Dr. Alice Pitt, Dean, Faculty of Education, Room 239, Wintlers College. Electronic applications will not be accepted.

CAREERS CARRIÈRES

ON, L5S 4M4; Email: aronson@mcmaster.ca; Website: <http://www.socsci.mcmaster.ca/socsci/>

■ **SOCIAL WORK** — York University, York University's School of Social Work, Faculty of Liberal Arts & Professional Studies, invites applications for a tenure-stream appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's careers section.

■ **SOCIAL WORK** — University of Windsor, The University of Windsor invites applications for four tenure-track positions in the School of Social Work. The proposed start date is July 1, 2009 with appointment at the rank of Assistant Professor. Applicants should hold a doctoral degree in Social Work by the date of appointment. However, candidates who are ABD can be considered. In addition, applicants must hold a Master of Social Work degree and a minimum of two years post degree practice experience. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, ext. 3067; Fax: (519) 974-7038; Email: angelg@uwo.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Quach, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-563-1432 or Email: recruit@uwo.ca.

■ **SOCIOLOGY** — University of Toronto, Mississauga, The Department of Sociology, University of Toronto Mississauga, invites applications for a full-time tenure-stream appointment at the Assistant Professor level with primary interests in Theory, start July 1, 2009. Specialization is open; however, the Department is particularly interested in candidates who can teach Contemporary Theory. Applications are also welcomed from scholars who have secondary interests and can contribute to one or more of the following substantive areas: Crime and Social-Legal Studies, Culture, Family, Gender, Globalization, and Political Sociology. A PhD in Sociology or a closely related field is required. Candidates must have an excellent teaching and research record. Salary is commensurate with qualifications and experience. The appointment is at the University of Toronto Mississauga (UTM), which is a research-intensive institution having an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs and centres of research. Successful candidates will teach in the undergraduate program in Mississauga. They will also be a member of the Graduate Department of Sociology, University of Toronto and will be expected to develop an independently funded program of research and teach in the graduate program in Mississauga. Additional information on the Department can be obtained at www.utm.utoronto.ca/~socio/ (for undergraduate studies) and www.utoronto.ca/sociology (for graduate studies). The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply. However, Canadians and permanent residents of Canada will be given priority. The University of Toronto is a strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. To be considered for this position, please send a current Curriculum Vitae, a writing sample, a teaching dossier, and a statement outlining current and future research interests to: Professor Kelly Hannah-Moffat, Chair, Department of Sociology, University of Toronto Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C6; Fax: 905-566-9411 or Email: kelly.hannah-moffat@utoronto.ca. Please also ask three referees to send letters of recommendation under separate cover to the above address. Application materials must be received by the deadline, October 10, 2008.

University's strengths and prominence in the areas of Law, Crime, and Social-Legal Studies. The successful candidate will be expected to participate in a growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area.

Applicants should send a curriculum vitae, a statement of teaching and research interests, appropriate samples of scholarship, and copies of past relevant institutional teaching evaluations, and arrange for three confidential letters of reference to be sent by October 15, 2008, to: Professor Richard Wellen, Chair, Social Science, 5754 Ross Building, Tel: 416.736.2100, ext. 77812. Fax: 416.736.5574. E-mail: rwellen@yorku.ca.

DEPARTMENT OF SOCIOLOGY OR DEPARTMENT OF SOCIAL SCIENCE Forced Migration and Globalization Studies: Theory and Critical Policy Studies

Applicants are invited for a tenure-stream position at the Assistant Professor level in Forced Migration and Globalization Studies: Theory and Critical Policy Studies. The successful candidate will be expected to contribute to the work of the Centre for Refugee Studies (CRS), an organized research unit of York University. We are seeking a dynamic scholar with experience working at the interface of avant-garde research and critical theorizing, and with the ability to translate this into policy-relevant discussions and recommendations in the fields of forced migration/refugee issues and globalization. Established international and national networks with scholars and policy-makers are an asset. We expect this scholar to participate in our new Canadian refugee policy network, and build our research and teaching capacity on the externalization of asylum and protracted refugee situations. Candidates are expected to have a PhD in a social science discipline with a record of external funding and publications in the fields of forced migration/refugee studies and critical policy studies, preferably at the international and national levels.

The successful candidate will be appointed to the Department of Sociology or the Department of Social Science, and will be affiliated with the CRS. CRS is a hub for researchers, students, service providers and policy makers concerned with refugee and forced migration issues with ties to researchers and research centres around the world. The Social Sciences and Humanities Research Council (SSHRC) recently awarded CRS a seven-year Strategic Knowledge Cluster Grant to support the development of Canadian and Global Refugee Research Networks.

York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon and expand the University's strengths and prominence in the areas of Migration, Refugees, and Human Rights. The successful candidate will be expected to participate in a growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area.

Applicants should send a curriculum vitae and a summary of teaching and research interests and experience, and arrange for three letters of reference to be sent by October 15, 2008, to: Dr. Susan McGrath, Chair of the Hiring Committee, The Centre for Refugee Studies,

Mississauga, The Department of Sociology, University of Toronto Mississauga, invites applications for a full-time tenure-stream appointment at the Assistant Professor level with primary interests in Race and Ethnicity, starting July 1, 2009. The Department is particularly interested in candidates who have secondary specialization in Migration or Political Sociology. A PhD in Sociology or a closely related field is required. Candidates must have an excellent research and teaching record. Salary is commensurate with qualifications and experience. The appointment is at the University of Toronto Mississauga (UTM), which is a research-intensive institution having an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs and centres of research. Successful candidates will teach in the undergraduate program in Mississauga. They will also be a member of the Graduate Department of Sociology, University of Toronto and will be expected to develop an independently funded program of research and teach in the graduate program in Mississauga. Additional information on the Department can be obtained at www.utm.utoronto.ca/~socio/ (for undergraduate studies) and www.utoronto.ca/sociology (for graduate studies). The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply. However, Canadians and permanent residents of Canada will be given priority. The University of Toronto is a strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. To be considered for this position, please send a current Curriculum Vitae, a writing sample, a teaching dossier, and a statement outlining current and future research interests to: Professor Kelly Hannah-Moffat, Chair, Department of Sociology, University of Toronto Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C6; Fax: 905-566-9411 or Email: kelly.hannah-moffat@utoronto.ca. Please also ask three referees to send letters of recommendation under separate cover to the above address. Application materials must be received by the deadline, October 10, 2008.

■ **SOCIOLOGY** — Brock University, The Department of Sociology at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective July 1, 2009, subject to final budgetary approval. The successful candidate will have a recently completed PhD in Sociology or related discipline, evidence of successful undergraduate teaching, and an independent research program. Areas of interest may include animal rights, environmental justice, animal exploitation in economic systems, interlocking animal and human oppression, and cultural politics of animals. Ability to teach research design, methods and/or theory from a critical sociological perspective is an asset. Applicants should submit by January 15, 2009, a letter of application, accompanied by a curriculum vitae, selected reports of published work, and three letters of reference to: Dr. June Corns, Chair, Department of Sociology, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates: Women, Aboriginal persons, members of visible minorities, and people with disabilities are especially encouraged to apply and to disclose to identify themselves as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanrights/images/selfidentification.doc> and include the completed form with their application. For information on Brock University can be found at www.brocku.ca and on our department at www.brocku.ca/sociology.

■ **SOCIOLOGY** — University of Alberta, The Department of Sociology, Faculty of Arts, University of Alberta, invites applications for an entry-level tenure-stream position in Social Theory at the Assistant Professor level, beginning July 1, 2009, subject to budgetary approval. PhD is required for appointment. Salary will be commensurate with rank and experience, and the U of A benefit package is comprehensive. The department defines Social Theory broadly and is seeking applicants with strengths in classical sociological theory, contemporary sociological theory, or other relevant theoretical areas. The ideal candidate is an excellent theorist who demonstrates a strong capacity to supervise graduate students and to share expertise on theoretical issues with a range of colleagues. The successful candidate will teach both undergraduate and graduate courses in social theory and related topics, and will be expected to maintain a research profile commensurate with employment in a research-intensive university and a highly-regarded Sociology department. Experience in teaching and/or writing intensive courses or writing across the curriculum will be considered an asset. Applicants should submit a letter of application, curriculum vitae, a sample of their writing, and a teaching dossier, and arrange for three confidential letters of reference to be sent. For additional information about the Department of Sociology and this position, see <http://www.socweb.ualberta.ca/sociology/> or contact harvey.krahn@ualberta.ca. Applicants should submit a letter of application, curriculum vitae, a sample of their writing, and a teaching dossier, and arrange for three confidential letters of reference to be sent by October 6, 2008. Interested applicants may apply to Dr. Harvey Krahn, Professor and Chair, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4; Fax: (780) 492-7198; Email: harvey.krahn@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **SOCIOLOGY** — University of Alberta, The Department of Sociology, Faculty of Arts, University of Alberta, invites applications for an entry-level tenure-stream position in Social Theory at the Assistant Professor level, beginning July 1, 2009, subject to budgetary approval. PhD is required for appointment. Salary will be commensurate with rank and experience, and the U of A benefit package is comprehensive. The department defines Social Theory broadly and is seeking applicants with strengths in classical sociological theory, contemporary sociological theory, or other relevant theoretical areas. The ideal candidate is an excellent theorist who demonstrates a strong capacity to supervise graduate students and to share expertise on theoretical issues with a range of colleagues. The successful candidate will teach both undergraduate and graduate courses in social theory and related topics, and will be expected to maintain a research profile commensurate with employment in a research-intensive university and a highly-regarded Sociology department. Experience in teaching and/or writing intensive courses or writing across the curriculum will be considered an asset. Applicants should submit a letter of application, curriculum vitae, a sample of their writing, and a teaching dossier, and arrange for three confidential letters of reference to be sent. For additional information about the Department of Sociology and this position, see <http://www.socweb.ualberta.ca/sociology/> or contact harvey.krahn@ualberta.ca. Applicants should submit a letter of application, curriculum vitae, a sample of their writing, and a teaching dossier, and arrange for three confidential letters of reference to be sent by October 6, 2008. Interested applicants may apply to Dr. Harvey Krahn, Professor and Chair, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4; Fax: (780) 492-7198; Email: harvey.krahn@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **SOCIOLOGY** — University of Alberta, The Department of Sociology, Faculty of Arts, University of Alberta, invites applications for an entry-level tenure-stream position in Social Theory at the Assistant Professor level, beginning July 1, 2009, subject to budgetary approval. PhD is required for appointment. Salary will be commensurate with rank and experience, and the U of A benefit package is comprehensive. The department defines Social Theory broadly and is seeking applicants with strengths in classical sociological theory, contemporary sociological theory, or other relevant theoretical areas. The ideal candidate is an excellent theorist who demonstrates a strong capacity to supervise graduate students and to share expertise on theoretical issues with a range of colleagues. The successful candidate will teach both undergraduate and graduate courses in social theory and related topics, and will be expected to maintain a research profile commensurate with employment in a research-intensive university and a highly-regarded Sociology department. Experience in teaching and/or writing intensive courses or writing across the curriculum will be considered an asset. Applicants should submit a letter of application, curriculum vitae, a sample of their writing, and a teaching dossier, and arrange for three confidential letters of reference to be sent. For additional information about the Department of Sociology and this position, see <http://www.socweb.ualberta.ca/sociology/> or contact harvey.krahn@ualberta.ca. Applicants should submit a letter of application, curriculum vitae, a sample of their writing, and a teaching dossier, and arrange for three confidential letters of reference to be sent by October 6, 2008. Interested applicants may apply to Dr. Harvey Krahn, Professor and Chair, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4; Fax: (780) 492-7198; Email: harvey.krahn@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Applicants should send a letter of application discussing the above criteria, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations, by December 15, 2008, to: Wilbur Hayden, Professor, Director, School of Social Work, Tel: 416.736.5226, Fax: 416.650.3861. E-mail: whayden@yorku.ca.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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DEPARTMENT OF POLITICAL SCIENCE

Latin American Politics/ Politics of the Americas

Applications are invited for a tenure-stream position at the Assistant Professor level in Latin American Politics/Politics of the Americas. We seek a specialist in Latin American Politics who can also address its relation to either US or Canadian politics. Required qualifications include a completed PhD in Political Science, or equivalent, and an ongoing program of research in this area. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication.

Applicants should submit a letter of application, a curriculum vitae, a teaching dossier and sample publication, and arrange for three confidential letters of reference to be sent by October 15, 2008, to: Professor G. Commey, Chair, Department of Political Science, 5669 Ross Building, Tel: 416.736.2100, ext. 20266. Fax: 416.736.5686.

DEPARTMENT OF SOCIAL SCIENCE Law & Society

Applications are invited for a senior tenure-stream appointment at the Associate (or Full) Professor level in the interdisciplinary Law & Society Program. The Hiring Committee will also consider exceptional applications at the Assistant Professor level. The Department is mandated to provide undergraduate general education, as well as housing numerous specialized interdisciplinary programs, including the Law & Society Program. The Law & Society Program is one of the largest and most established undergraduate programs of its kind in Canada, and has recently spearheaded a new graduate program in Socio-Legal Studies. Further details about the undergraduate program can be found at <http://www.law.socsci.yorku.ca/laws/>; information about the graduate program in Socio-Legal Studies can be found at <http://www.yorku.ca/graddsl/>.

The successful candidate will hold a PhD or equivalent, and will have achieved a leading role and strong record of publication in the interdisciplinary field of law and society. Areas of specialization are open. However, the Program is especially interested in candidates with expertise in one of the following areas of socio-legal research: indigenous law, law, citizenship and identities; law and culture, law and geography, socio-legal theory or research methodologies; and/or comparative legal cultures. In addition to a demonstrated commitment to undergraduate interdisciplinary teaching and a willingness to teach one of the Program's large introductory/core courses, the candidate must also demonstrate a strong commitment to graduate teaching and supervision.

York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon and expand the

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CAREERS CARRIÈRES

might include population of health, ageing, immigration, population studies, labour, market, environment, urban sociology, public policy, sociology, criminology, and other policy-relevant areas. The successful candidate will have a PhD, a strong record of publication, successful grant funding, and a commitment to participating in the growth of the PRL and the Department of Sociology. Preferred starting date is July 1, 2009. Additional information about the Department and the PRL can be found at: <http://www.uwoethiopia.ca/sociology/>. Applicants should submit a letter of intent, curriculum vitae and arrange for three confidential letters of reference to be sent. Applications will be reviewed as of December 5, 2008; the competition will remain open until the position is filled. Interested applicants may apply to: Dr. Harvey Krahn, Professor and Chair, Department of Sociology, 5-21 Torsy Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4; Fax: (780) 492-7196; Email: harvey.krahn@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment and to the diversity and encourage applications from all qualified women and men, including persons with disabilities, and persons of visible minorities, and Aboriginal persons.

■ SOCIOLOGY – Dalhousie University. The Department of Sociology and Social Anthropology at Dalhousie University invites applications for a full-time, tenure-track position in Sociology at the Lecturer/Assistant Professor level, effective July 1, 2009, subject to budgetary approval. The Department seeks a sociologist with special expertise in quantitative research methods and a program of research in the department's substantive areas of Social Justice and Inequality or Economy, Work and Development. Applicants should be knowledgeable about existing datasets and be able to use quantitative analysis to explore academic or policy arguments. The successful candidate will teach introductory sociology courses in their substantive area of interest. The candidate will be expected to do some administrative committee work and teach some of the department's research methods and statistics courses in both the undergraduate and graduate programs. Applicants should already possess or have met all the requirements for a PhD in Sociology and have some experience in university-level teaching. Applicants should send, in hard copy, a letter of application, a complete curriculum vitae, a statement of research and teaching interests and philosophical evidence of teaching competence, a writing sample and arrange to have three confidential letters of reference forwarded under separate cover by the referees, should be sent in hard copy to: Dr. Christopher Murphy, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. The deadline for receipt of applications is October 15, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from persons of all ages, ethnicities, genders, sexual orientations, and persons with disabilities, including persons with visible minorities.

■ SOCIOLOGY – University of Calgary. The Department of Sociology and Social Anthropology invites applications for a full-time, tenure-track position at the rank of assistant or associate professor commencing July 1, 2009. The primary area of specialization for this position is quantitative sociology. Applicants must demonstrate expertise in advanced social statistics and be prepared to teach on an ongoing basis. Our MA-level courses on areas such as research methods and models for panel data, including event history analysis, panel regression, and growth curve models. The secondary area of specialization for this position is open. We particularly encourage applications from quantitative specialists with active research programs and teaching interests in criminology or the sociology of health. The requirements for appointment as an assistant professor are a completed PhD at the time of appointment, evidence of proficiency in teaching, a demonstrated record of excellence in research and success in scholarly publication. The requirements for appointment as an associate professor are a strong record of publication in well ranked, peer-reviewed journals, evidence of excellence in teaching at the undergraduate and graduate levels, evidence of excellence in graduate supervision and success in securing research grants. The Department has 23 full-time faculty members, more than 450 undergraduate majors and approximately 45 graduate students pursuing either the MA or PhD degree. Over time the successful applicant is expected to make significant contributions to graduate teaching, supervision and mentorship. Applicants may obtain more information on the Department at its website: www.soc.ucalgary.ca. Among the resources available to quantitative researchers at the University of Calgary is the Prairie Regional Research Data Centre where researchers can gain access, in a secure setting, to microdata from Statistics Canada population and household surveys. For more information please go to: www.ucalgary.ca/RRD/CDC/. Applicants, including a curriculum vitae, a description of current and projected research activities, a dossier including any available teaching evaluations should be received by Monday September 29, 2008 at the following address: Tom Langford, Head, Department of Sociology, University of Calgary, Calgary, AB, Canada, T2N 1N4; Fax: (403) 292-9288; Email: tom.langford@ucalgary.ca. Applicants should also arrange for three letters of reference to be sent to the same address, fax number or email account by the closing date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.

■ SPACE SCIENCE – York University. York University's Department of Earth and Space Science and Engineering, Faculty of Science and Engineering, invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2009. See our ad in this issue's Careers section.

■ SPANISH – University of British Columbia. Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2009, subject to final budgetary approval. Candidates should have a specialization in post-1800 Spanish Peninsular Literature and one regional literature such as Basque, Catalan, Galician, etc. The successful candidate will teach undergraduate and/or graduate courses in all periods of the field of specialization, and occasionally Spanish language courses at the undergraduate level. He or she will be expected to maintain an active program of research, teaching and service. We seek outstanding candidates with bridging interests who will complement existing strengths within the Department and in other programs and units such as European Studies, Comparative Literature, Gender Studies, Fine Arts or Theater and Film Studies. An interest in questions of bilingualism, biculturalism and migration would be an asset. A completed PhD (or solid indication of imminent completion) in Spanish Literature is required. Candidates must have native or near-native fluency in Spanish, preferably with a good command of English, and are expected to demonstrate potential for high quality research and teaching at the graduate and undergraduate levels. Applications must include: a letter of application, a curriculum vitae, a description of current and future research and teaching interests, evidence of teaching effectiveness, a sample of written work, and three confidential letters of reference.

Application existing strengths within the Department and in other programs and units such as Medieval and Renaissance Studies, European Studies, Latin American Studies, and Art History. An interest in questions of geographic extension and ideology would be an asset. A completed PhD (or solid indication of imminent completion) in Spanish Literature is required. Candidates must have native or near-native fluency in Spanish, preferably with a good command of English, and are expected to demonstrate potential for high quality research and teaching at the graduate and undergraduate levels. Applications must include: a letter of application, a curriculum vitae, a description of current and future research and teaching interests, evidence of teaching effectiveness, a sample of written work, and three confidential letters of reference (which included in the application, or sent under separate cover) DR the names and addresses of three referees. Applications and inquiries should be addressed to: Dr. André Lamontagne, Professor and Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, BC, Canada, V6T 1Z1; Phone: 604-822-5746; Fax: 604-822-6675; E-mail: h1873@mail.arts.ubc.ca. Completed applications must be received by December 1st, 2008. Emailed applications will not be accepted. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. Salary will be commensurate with qualifications and experience. For more information on the department, visit www.ubc.ca.

■ SPANISH – University of British Columbia. Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2009, subject to final budgetary approval. Candidates should have a specialization in Spanish Medieval and Golden Age Literature. The successful candidate will teach undergraduate and/or graduate courses in all periods of the field of specialization, and occasionally Spanish language courses at the undergraduate level. He or she will be expected to maintain an active program of research, teaching and service. We seek outstanding candidates with bridging interests who will complement existing strengths within the Department and in other programs and units such as Medieval and Renaissance Studies, European Studies, Latin American Studies, and Art History. An interest in questions of geographic extension and ideology would be an asset. A completed PhD (or solid indication of imminent completion) in Spanish Literature is required. Candidates must have native or near-native fluency in Spanish, preferably with a good command of English, and are expected to demonstrate potential for high quality research and teaching at the graduate and undergraduate levels. Applications must include: a letter of application, a curriculum vitae, a description of current and future research and teaching interests, evidence of teaching effectiveness, a sample of written work, and three confidential letters of reference (which included in the application, or sent under separate cover) DR the names and addresses of three referees. Applications and inquiries should be addressed to: Dr. André Lamontagne, Professor and Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, BC, Canada, V6T 1Z1; Phone: 604-822-5746; Fax: 604-822-6675; E-mail: h1873@mail.arts.ubc.ca. Completed applications must be received by December 1st, 2008. Emailed applications will not be accepted. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. The

University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ SPANISH/VISUAL ARTS – University of Western Ontario. The University of Western Ontario, Department of Modern Languages and Literatures (<http://www.uwo.ca/modlang/>), invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in the area of Hispanic Visual Arts and Culture, to begin July 1, 2009. Completed PhD at time of appointment, expertise in teaching, strong research record, native or near-native fluency in Spanish, and an ability to deal with Hispanic visual culture beyond national and regional settings are required. Responsibilities will include teaching at the undergraduate and graduate levels, thesis supervision, and an active role in the Transatlantic Studies programme. Send letters of application with curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to Melitta Adamson, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax: (519) 661-4093. Applications must be received by October 3, 2008. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The

■ THEATRE – Dalhousie University. The Department of Theatre at Dalhousie University invites applications for a probationary tenure-track appointment in Theatre (Joint appointment in Theatre and Film Studies Program), at the rank of Lecturer/Assistant Professor, commencing July 1, 2009. The responsibilities include teaching the equivalent of three full classes in Theatre and Film Studies. The following is a list of possible courses to be taught: Introduction to Theatre, Classical Theatre, Early Modern Theatre, Modern Theatre, Contemporary Theatre, and Dramaturgy, as well as Introduction to Film, Film Study, Introduction to Film Language, Aesthetics of Film, and Film Genres. The qualifications required for this position are: 1) PhD in Theatre, Drama, Film, or related field; 2) teaching experience at the postsecondary level in both theatre and film; 3) research interest in both theatre and film. Evidence of teaching ability is considered an asset. Applicants, which should include a complete curriculum vitae, statements of research interests and teaching philosophy, and three confidential letters of reference forwarded

Senior Administration Positions – Mount Saint Vincent University

A recognized leader in flexible education, applied research, and a personalized approach to education, Mount Saint Vincent University offers an environment for transformative learning with an unparalleled social impact. We are nationally recognized among undergraduate universities in Canada for our success in Social Sciences and Humanities Research Council grants and for having one of the lowest student-to-professor ratios. Our community is built on people and relationships. We are committed to providing the best university experience for all members of our community and to developing thoughtful, engaged citizens who make a positive impact on their world.

Located on Canada's east coast in Halifax, Nova Scotia, Mount Saint Vincent University sits amidst a beautiful wooded property overlooking a picturesque harbour. It is our esteemed 135 year history and blend of passion and individuality that attracts outstanding faculty, staff and 5,000 students from around the world.

We are seeking applicants and nominations for the following three positions on our senior administrative team, reporting to the Vice-President (Academic):

Dean of the Faculty of Professional Studies

The Dean of the Faculty of Professional Studies will provide visionary leadership and foster an intellectually-stimulating learning and research environment for faculty, staff and students. The Dean will raise the profile of the Faculty internally and externally and will play a key role in long-term strategic planning initiatives related to the Faculty and the University as a whole.

The following Departments will report to the Dean of the Faculty of Professional Studies: Applied Human Nutrition; Business Administration and Tourism and Hospitality Management; Child and Youth Study; Family Studies and Gerontology; Information Technology; and Public Relations. The Dean is also responsible for overseeing the University's Co-operative Education Program and the Centre for Women in Business.

The Dean works closely with the Deans of Arts and Science and Education and with the Associate Vice-President Academic and Research and Associate Vice-President Student Experience. The successful candidate will be an outstanding strategic leader with a strong academic and research background. She or he will also have experience in the development and administration of academic programs and demonstrated success as an academic administrator, including budget management and resource allocation. The Dean will provide collegial leadership for faculty and staff, have excellent communication skills and have proven skills in working collaboratively with internal and external partners. The successful candidate will hold a faculty appointment in the appropriate academic department. The appointment is for a five-year term renewable following review.

Each appointment will take effect on July 1, 2009. The search committee will begin considering applications for these three positions in October 2008 and will continue until the positions are filled. Applications, including cover letter, current curriculum vitae, names and contact information for three references (who will not be contacted without the consent of the applicant) and a statement of vision for the role being applied for, should be submitted to Dr. Donna Woolcott, Vice-President (Academic), Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6, or e-mail vpacademic@msvu.ca or fax (902) 443-3813.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates, including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Associate Vice-President Academic and Research

The Associate Vice-President Academic and Research will be a senior academic with a sustained record of excellence in university teaching, research and administration. Candidates will have demonstrated outstanding research achievement in an academic setting, including experience in securing and administering research funding and collaborative/multi-disciplinary research project management. We are looking for an individual who can develop a supportive environment for faculty researchers, can mentor and assist junior faculty, and can communicate and work with academia, government and business at local, national and international levels.

The AVP Academic and Research is responsible for assisting the Vice-President (Academic) in leadership of the University's academic affairs and for providing leadership for the University's research activities within the context of the University's strategic plan. The incumbent will provide support to the Vice-President (Academic) in maintaining the integrity of the University's academic programs with specific responsibility for periodic reviews of academic programs and other duties as assigned, and will advise the senior administrative team on issues related to research. The successful candidate will hold a faculty appointment in the appropriate academic department. The appointment is for a five-year term renewable following review.

Associate Vice-President Student Experience

The Associate Vice-President Student Experience will develop a new portfolio dedicated to enhancing the University's student experience through effective enrolment management, strong international programs, comprehensive student services and effective co-ordination with academic programs.

The AVP Student Experience will lead the development and implementation of the University's enrolment management plan, oversee the University's international activities and provide leadership for student services within the context of the University's strategic plan.

The successful candidate will have a post-graduate degree and a minimum of seven years of progressive leadership experience in the development and administration of programs directed to students. Expertise is required in one or more of the following areas: student recruitment and retention; international programs; and/or student services. Demonstrated success as an administrator, including budget management and resource allocation, is required. The successful candidate will be an innovative, resourceful, high-energy professional who is an exceptional communicator, an effective agent of organizational change, a strong team builder and an inspirational leader. The position requires high visibility on- and off-campus, and with student leaders, as well as the ability to develop and maintain productive community and campus partnerships.

CAREERS CARRIÈRES

www.yorku.ca/acadjobs

McElhinny, Director, Women and Gender Studies Institute, New College, 40 Wilketts, Toronto, M5S 1C5, Canada. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

WOMEN'S STUDIES – University of Waterloo. The Women's Studies Program, Faculty of Arts, at the University of Waterloo invites applications for an appointment at the rank of Assistant Professor to be held jointly in Women's Studies and Sociology, in exceptional circumstances, a higher rank may be considered. The start date for this position will be July 1, 2009. The appointment will be made jointly between the Women's Studies Program and the Department of Sociology with principal responsibilities to support research and teaching in the areas of women's studies, legal studies and criminology. This successful candidate will be a strong feminist scholar with a core interest in women and criminal justice. A clear emphasis on a program of research and experience in teaching feminist and interdisciplinary approaches to Women's Studies at the undergraduate level are required. More specifically, candidates should be proficient in research and teaching in one or more of the following areas: feminist theories and methodologies; critical criminology; research methods from a criminological perspective; sexuality and the law; women and the law; and social inequality. Candidates will also demonstrate the ability to teach some of the required courses in Women's Studies and the ability to teach at the graduate level. A completed doctorate in one or more of Women's Studies, Sociology or Criminology is required along with strong evidence of research and teaching promise and likelihood of success in external grants competitions. Interested persons are invited to view the program's website at: www.womenstudies.uwaterloo.ca, www.sociology.uwaterloo.ca. The Faculty of Arts at the University of Waterloo is well-known for excellence in undergraduate and graduate instruction, is committed to innovation, and supports knowledge mobilization in the social sciences and humanities. Arts is in a period of significant faculty growth and expansion in graduate society. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Highlighted by the national rankings of Maclean's, the University is located in a mid-sized city in the heart of Canada's Techno Valley. A one-hour drive from Toronto, fifty minutes from Pearson International Airport. The University aims to hire individuals with demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The successful applicant will be expected to have a continuing research program and to seek external research funding. New faculty are eligible for internal funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their published research, and a current CV, and arrange for three confidential letters of reference to be forwarded to: Dr. Aliya Musy, Director, Women's Studies Program, University of Waterloo, 200 University Ave W, Waterloo, ON N2L 3G1, Canada. The review of applications will begin October 1, 2008. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minority groups, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

WOMEN'S STUDIES/LAW – University of Western Ontario. The University of Western Ontario invites applications for the Danyl T. Bean Professorship in Women's Studies (made possible by a donation from the Public Service Alliance of Canada). The full-time, probationary (three-year) or tenured position at the rank of Assistant or Associate Professor will be a joint appointment in the Faculty of Law and the Department of Women's Studies and Feminist Research (in the Faculty of Arts and Humanities and the Faculty of Social Sciences), beginning July 1, 2009. The Professorship is five years, after which the incumbent continues as a jointly-appointed probationary or tenured Member, Canadian Citizenship, a degree in Law, and a PhD or equivalent in Law or another relevant or cognate discipline, with a field of expertise and principal research focus in feminist scholarship and economic, labour and employment issues broadly conceived. This might include, but is not necessarily limited to: human rights law, administrative law, political economy, globalization, pay equity and other equity issues, governance, and political theory, in relation to economic, labour and employment issues. The successful candidate will make significant contributions to the research and teaching (undergraduate and graduate) functions of both academic units. Applicants should send by November 30, 2008 two copies of each of the following: curriculum vitae, sample publications, evidence of teaching experience, three letters of reference, and a cover letter outlining their research and teaching interests to: Professor Tracy Isaacs, Chair, Department of Women's Studies and Feminist Research, Somerville House, Room 313, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ACCOMMODATIONS

■ EDINBURGH, SCOTLAND – Fully furnished 3-bedroom flat for rent from January to June 2009. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephan Brown (705) 748-1011, 17660 Trent University Drive, Chittick@edintrent.com or skbrown@rentu.ca.

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers, policy makers and communities. The University sustains high-quality empirical research informed by a diverse range of theory and methods. The Faculty of Education is oriented to issues of equity, social justice and community-situated learning within the theorizing, research and practice of education.

Applicants are invited to visit the Faculty's web site at www.edu.yorku.ca

The following opportunities within the Faculty of Education will commence **July 1, 2009**, subject to budgetary approval. The successful candidates must be eligible for prompt appointment to the Faculty of Graduate Studies. The closing date for receipt of complete application packages is **October 31, 2008**.

Faculty of Education

TENURE-STREAM APPOINTMENTS

URBAN EDUCATION

Applications are invited for a full-time, tenure-stream appointment in Urban Education at the Assistant Professor level. The Faculty of Education offers innovative pre-service, graduate and professional development programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University. Applicants should have completed a doctorate, and present evidence of their ability to establish a strong program of scholarly research in Urban Education. Applicants should have expertise in one or more of the following areas: community-referenced learning; urban school reform; diversity and social justice; community organizations; poverty, housing and education; education, demography and social change. The successful candidate will teach courses and develop curriculum in both undergraduate and graduate education within the Faculty, and be able to participate in professional development programming. Contributions that build upon the Faculty's ongoing collaborations in the area of urban education within the University and beyond will be an asset. York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon and expand the University's strengths and prominence in the areas of Sustainability, Climate, and the Urban Environment. In addition to this appointment, appointments will be made in the Faculty of Science and Engineering in the area of Biology of the Environment, in the Faculty of Environmental Studies in the area of Urban Sustainability and Transportation Planning, and in the Faculty of Liberal Arts & Professional Studies in the area of Physical, Biogeochemical Processes. The successful candidate will be expected to participate in this growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area.

MATHEMATICS EDUCATION

Applications are invited for a full-time, tenure-stream appointment in Mathematics Education at the Assistant Professor level. The Faculty of Education offers innovative pre-service, graduate and professional development programs. The

Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University. Applicants should have completed a doctorate, present evidence of their ability to establish a strong program of scholarly research in Mathematics Education, and have knowledge of mathematics content and pedagogy as reflected in the Ontario curriculum. The successful candidate will teach courses and develop curriculum in both undergraduate and graduate education in the Faculty of Education and be able to participate in professional development programming. Contributions that build upon the Faculty's ongoing collaborations in the area of mathematics education within the University and beyond will be an asset.

Applicants should submit a detailed letter of application describing their qualifications and research in relation to the advertised position and to the context described above, a curriculum vitae, one or two samples of scholarly writing, and complete contact information for three scholarly referees (including e-mail addresses) to: Alice Pitt, Dean of Education, Faculty of Education, York University, Rm. 239 Wintlers College, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Electronic applications will not be accepted.

KOSCHITZKY FAMILY CHAIR IN JEWISH TEACHER EDUCATION

The Faculty of Education and Faculty of Liberal Arts & Professional Studies invite applications for a joint tenure-stream position in Jewish Education/Jewish Studies at the Associate or Assistant Professor level. The Faculty of Education offers innovative pre-service, graduate and professional development programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University. The Jewish Teacher Education Program is located in the Faculty of Education. Faculty members work in collaboration with the Toronto Jewish schools, and with the Toronto Centre for the Enhancement of Jewish Education. The Faculty of Liberal Arts & Professional Studies offers courses in many disciplines, as well as a large

number of interdisciplinary courses and programs, including interdisciplinary programs in Jewish Studies and in Religious Studies. Teaching, research and outreach activities in Jewish Studies are co-ordinated through York's Centre for Jewish Studies, where there are 40 affiliated full-time faculty members and three endowed chairs. Applicants are invited to visit the Faculty's web site at www.yorku.ca/laps. Candidates should have completed a doctorate in Jewish Education or a related field of Jewish Studies, and have knowledge of classical Judaism, and fluency in contemporary spoken Hebrew. Candidates must present evidence of their ability to: establish a strong program of scholarly research in Jewish Education; teach at the undergraduate and graduate levels in the Faculty of Education and Jewish Studies; supervise student teachers; assume the co-ordination of the program in Jewish Teacher Education; participate in a professional development program; and take a role in the leadership of York's Centre for Jewish Studies. Initial rank and salary will be commensurate with qualifications and experience. If the candidate is appointed at the Associate Professor level, he/she will immediately be appointed Koschitzky Family Chair in Jewish Teacher Education. If the initial appointment is at the Assistant Professor level, the candidate will be eligible to be appointed to the chair after receiving promotion to Associate Professor.

Applicants should submit a detailed letter of application describing their qualifications and research in relation to the advertised position and to the context described above, a curriculum vitae, one sample of scholarly writing, and arrange for three referees to send letters of recommendation to: Alice Pitt, Dean of Education, Faculty of Education, York University, Rm. 239 Wintlers College, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Electronic applications will not be accepted.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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A Weighty Tome in More Ways than One

The American Faculty: The Restructuring of Academic Work and Careers

Jack H. Schuster & Martin J. Finkelstein. Baltimore, Maryland: John Hopkins University Press, 2008; 600 pp; ISBN: 978-0-8018-8283-8, cloth \$45 us; ISBN: 978-0-8018-9103-8, paper \$35 us.

By WILLIAM BRUNEAU

CALLIMACHUS (310–240 BCE), a diligent Greek-Libyan scholar, is credited with making an enormous and complete catalogue of the ancient Library of Alexandria. That catalogue, like the library itself, disappeared from view well before 600 CE. Still, we can be pretty sure Callimachus knew books and knew them well.

One thinks of Callimachus while reading *The American Faculty*, for he said this about writing little, but writing well: "Fatten your flocks, but keep your muse slender." He's also famous for "Big book, big evil."

Schuster and Finkelstein's book is overweight, but not evil. It would benefit from cuts, big ones. It wants to be slender, at least a third less heavy. It needs more human interest. We have to wait until page 113 in Chapter 4 for "scenarios" illustrating "The Changing Complexion of Faculty Work." It's a long wait from the chapters "establishing the framework" and showing the "professoriate in profile," all filled with statistics, and not all of them necessary.

Nevertheless, *The American Faculty* is a worthy addition to the expanding field of higher education studies, and deserves to be in Canadian university and college libraries. Apart from its value as contribution to the field of historical sociology of education, it is a resource for activists in faculty unions and associations.

We in the faculty association movement have always been, and shall continue to be faced – in bargaining sessions and in public debate and in our own councils – with misleading propositions about the academic profession, about who we are and what we want.

We hear again and again at the bargaining table and in the press about the preferences of university and college teachers for research over teaching, or the reverse; about professorial desires for early or late retirement; or (and these are downright dangerous) claims about the "natural ideology" of university teachers – too liberal, too conservative, too business-minded, too active, too passive. Schuster and Finkelstein remind the merchants of such generalities that they must be careful of their facts and cautious about the terminology they use.

To take one example, this book undermines the way many of our North American university administrators talk about competition – whether they are talking of competition between profs and among universities to acquire the brightest and the best, or competition to move as fast as possible up the ladder of preferment, or the tendency to value material advantage over the "intellectual life," and thus to be open to the allurements of private industry. Sure, some of us are competitive and ambitious and materialistic, but by the time you finish this book, the meanings of those loaded terms have been so transmogrified that it no longer makes much sense to talk in this simple-minded way about the academic profession. Yes, there is competition, but it is of a peculiar kind, and in the new globalized world that Schuster and Finkelstein describe, it operates in unexpected ways. (pp. 75–124)

At several points I was struck by the sheer strangeness of the American university/college system, and differences between it and our Canadian arrangements. Still, as a longtime student of Canadian higher education, and especially of our own professoriate, I was happy to have found a resource for systematic comparison between us. One finishes this book with the conviction that it really is a system, even in the U.S. where more than three-fourths of degree-granting institutions are private, and thus theoretically free of some constraints on structure and function.

The American Faculty is, then, a kind of atlas of the academic profession in the U.S. And like all good maps, this one summarizes masses of empirical evidence, and at the same time offers explanation and argument about the territory it portrays. It is a good example of survey research, especially that type of survey research favoured by policy analysts.

The
Restructuring
of Academic
Work and
Careers

THE AMERICAN FACULTY

Jack H. Schuster and
Martin J. Finkelstein

Callimachus might shudder at the last 200 pages, devoted mainly to descriptions of national faculty surveys and tables of not-quite-raw "data." Appendix J gives us about 100 pages of tabular data on the sex of faculty organized by institutional type, the race and ethnicity of full-time and of part-time faculty members and the religious affiliations and marital status of faculty members. Further along in "J," we find data on the formal education of full-time faculty members' parents and spouses in 1968, 1992 and 1998; on faculty members' allocation of time between the office, the classroom, the lab and home; on faculty preferences for teaching over research or the reverse, and so on. A CAUT member will be forgiven for thinking that she or he has accidentally picked up a copy of the American equivalent of CAUT's Almanac!

Schuster and Finkelstein's central argument is that American higher education, and the American academic profession, is in the midst of a revolutionary moment. It is not the first such moment: in the last century, the rise of the research university and the "massification" of higher education were just as revolutionary as this latest phase. But our authors think this is the fastest of them all. "Now things are ... radically different, for higher education and its faculty, mainly because of the accelerating pace of market-driven and technology-enabled innovations." (p. 5) Universities are experiencing new pushes and pulls in an unprecedented economy tied to the management of information and knowledge, and they are no longer "in charge" of any one part of that economy. Society (American society, anyway) sees higher education as a private rather than a public good, and as an industry that must be open to competition. And the whole thing is global in scale.

Meanwhile the number of school-aged children is declining while the number of seniors climbs. Immigration has given American universities a new clientele and new, additional missions. And while the "clients" of the system are unlike any in the past, the system is itself behaving more and more like business, including the compensation of "academic stars" and CEOs.

It is a period of instability without parallel in the last 200 years of American history, Schuster and Finkelstein assert. So, the 100-year-long development of tenure/academic freedom is under explicit and mounting pressure, partly for demographic and economic reasons noted above. At page 78, we are reminded that the sheer quantity of work required of professors is greater (they have the numbers to prove it) than ever, but the time to argue and to maintain the elements of collegial governance is also lessened in each and every year (and they have the numbers to prove it).

If profs aren't committed to death, they are under constant surveillance by managers and "clients," i.e., students, involved in a round of apparently irrational activity. Schuster and Finkelstein reveal that the number of hours university profs worked in their institutions rose from 43.7/week in 1972 to 50.6/week in 1998 [data from six national surveys in all branches and disciplines of the university system]. (p. 79) Meanwhile the number of hours that university profs gave to outside consultancy, in all its forms, went from 16.7/week to 5.0/week. (p. 85)

This finding did not entirely surprise me, but its amplitude in the U.S. was unexpected. Combined with figures on the rising commitment to research, the division of academic labour is arguably both an effect and a cause of the revolution.

In the scenarios of academic life offered there are clues about the ability of the system to persuade women, minorities and younger academics (particularly sessional appointees) to accept forms of academic work that have no obvious precedent in history. (pp. 113–117) Here the combination of tabular data and personalized story is particularly effective in proving a point: that the new structures of work and reward in American higher education have the effect of disempowering nearly everyone.

I won't replay the authors' long discussion of "pathways to the professoriate," but would like to agree with them that in Canada as in the U.S., the quality of university professors' teaching and research overall is strong – by any measure.

The trouble is that the word is getting out: the academic profession has been undermined to a worrisome degree by competitive forces from the outside, and by the decline of participatory and communal institutions on the inside. The attractions of other professions will be harder to deny in the near future. Combined with academic overproduction in some fields, considering the coming demographic crunch, and in light of the expansion of information technology, the attractiveness of university teaching may quickly decline.

At the end Schuster and Finkelstein make tentative suggestions about a way to ensure continued health of the system and the profession. (pp. 354–363) Alas, they are too tentative. In their discussion of governance, for example, I waited in vain for a list of characteristics we should want in a good dean or university president. Nor did the authors ask serious questions about competition and reward: university teaching and research offer rewards that are not always or exclusively extrinsic. Why then should we assume that academic compensation, in all its forms, will forever define and drive our notion of the academic life? What are the other drivers, and why are they discussed so rarely in our profession?

The authors speak in neutral terms of the growing diversity of the profession. It seems to me that one way to renew and revolutionize university governance would be to ask how we can ensure that it's participatory, that our legislative mechanisms (e.g., the academic senate) take back from our CEOs the curricular powers and the administrative rights that properly belong to us – that is, to us in the academic profession. In the end, a great university or college is possible only where there is respect for persons – not just in theory, but also in everyday practice.

By now you may wonder about the absence of two great categories of people crucially important to the future of higher education: students and their parents. Schuster and Finkelstein do mention them, but without asking whether or how they could or should reconfigure the profession. Students care about how they are taught and about the culture and society we are building together in universities and colleges. Because of the fixation of *The American Faculty* on meta-change – in technology, in international economic relations, in demography, and to a lesser degree, in ideology – the book misses an opportunity. In effect, it puts aside the roles of students, of families and of their society.

Callimachus recommended that writer-researchers should "drive their wagons on untrodden fields." In their next book, I hope Schuster and Finkelstein will do exactly that. ■

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